International Labour Conference

Eightieth Session Geneva 1993

Record of Proceedings

International Labour
Office Geneva

INTERNATIONAL LABOUR CONFERENCE

EIGHTIETH SESSION
GENEVA, 1993

RECORD OF PROCEEDINGS

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INTERNATIONAL LABOUR OFFICE
GENEVA

ISBN 92-2-108509-0
ISSN 0074-6681

First published 1994

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Printed in Switzerland

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PREFACE

The 80th Session of the General Conference of the International Labour Organization was held in Geneva from 2 to 22 June 1993.

The agenda of the Conference was as follows:

Standing items

I. Reports of the Governing Body and of the Director-General.
II. Programme and budget proposals and other financial questions.
III. Information and reports on the application of Conventions and Recommendations.

Items placed on the agenda by the Conference or the Governing Body

IV. Prevention of major industrial accidents *(second discussion).*
V. Part-time work *(first discussion).*
VI. The role of the ILO in technical cooperation *(general discussion).*

The Conference also had before it a Special Report submitted by the Director-General in application of operative paragraph 5 (a) of the Declaration concerning Action against Apartheid in South Africa adopted by the Conference in 1988 and revised in 1991, as well as a report on the subject by the Governing Body Committee on Discrimination, submitted in pursuance of operative paragraph 5 (b) of the Declaration.

The contents of the present volume constitute the *Record of Proceedings* of the 80th Session of the Conference in its final form. They are presented in the following order:

- a detailed table of contents;
- the *Provisional Record*, Nos. 1-29;
- a list of corrigenda to the *Provisional Record*, including corrections communicated in conformity with article 23, paragraph 3, of the Standing Orders;
- the authentic texts of instruments adopted by the Conference;
- the resolutions adopted by the Conference;
- the revised list of delegations (including all corrections received within the time-limits specified in the Standing Orders);
- an index of speakers in plenary sitting.

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PROVISIONAL RECORD

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

Note for the delegates

The Secretary-General of the Conference presents his compliments to the delegates and submits for their information the following note concerning the work of the Conference, dealing with:

A. Material arrangements.
B. Procedure.
C. Subjects to be discussed by the Conference.
D. Entertainments during the Conference.

A. Material arrangements

Place of meeting

The necessary information concerning the place of meeting is contained in the *Guide for Delegates*, which will be supplied by the Distribution Service (in the entrance hall) to members of delegations.

Full particulars of the layout of the premises are given in the *Guide*, and in the interests of the smooth running of the Conference, delegates are requested to read the *Guide* carefully and keep it for reference.

The main entrance is situated on the floor below the Conference floor, and members of delegations will enter by the door on the right-hand side of the Assembly block (Door No. 13).

Duration of meeting

The Conference will open on Wednesday, 2 June 1993, at 10 a.m., and is expected to continue until 22 June.

Registration of delegations. Quorum

On entering the Conference premises, delegates who have not already sent their registration forms should, if necessary, obtain such forms at the Information Desk and hand them in without delay to the Information Desk duly completed and signed.

The quorum is determined by the Credentials Committee on the basis of the number of delegates registered. It is therefore important that accredited delegates attending the Conference should register personally without delay, in order that the quorum may, from the beginning of the session, accurately reflect the composition of the Conference.

The information asked for on the registration form will also be required by the Secretariat of the Conference for the purpose of arranging for the distribution of documents, letters, invitations, etc., during the session and for the delivery of documents that have to be forwarded to members of delegations after the Conference is over. All members of delegations in whatever capacity they are attending the Conference, and observers, are therefore asked to give the required information on the registration form supplied to them.

Identification cards (coded badges)

This year the identification cards issued to members of delegations upon their registration will be coded badges to be used for the purposes of voting, which will be conducted electronically (see section entitled "Identification cards [coded badges]").

Participants are requested to note that strict security measures will be enforced at the entrances to the Conference premises and the Assembly Hall. The ushers on duty will ask them to produce their identification cards. Members of delegations and observers not already in possession of their identification cards should apply for them without delay to the Information Desk.

Seating arrangements for plenary sittings

Delegations of member States represented at the Conference will be accommodated as usual on the floor of the Assembly Hall and seated in the French alphabetical order of countries. Owing to the fact that the number of seats available on the floor of the Hall is barely sufficient to accommodate the delegations of member States, observers of non-member States and representatives of intergovernmental and non-governmental organizations may of necessity have to be accommodated in the fifth-floor galleries of the Assembly Hall.

List of members of delegations

A trilingual provisional list of members of delegations is distributed in time for the opening of the session. This list gives, in French alphabetical order of countries, the names and designations of the delegates and advisers as indicated in the official credentials and the names of representatives of the United Nations, specialised agencies and other official international organizations and the names of representatives or registered observers of non-governmental international organizations. A revised provisional list and a final list of members of delegations will be issued subsequently.

Programme of meetings and Daily Bulletin

Delegates may obtain information concerning the programme of the following morning's meetings by dialing the following telephone numbers each evening after 10 p.m.

English:	917 14 18
French:	917 14 17
Spanish:	917 14 19

The complete programme for each day will be published in the *Daily Bulletin*, which will be available at the Distribution Service from 8 a.m.

The programme of meetings will also be posted up on special notice boards in the entrance hall of the Palais des Nations and on Floor R.3 (near the delegates' bar) of the ILO building.

No room, whether in the Palais des Nations or in the ILO building, may be used for meetings without prior authorization of the Chief of the Secretariat Services (office A-577, telephone 76834).

Provisional Record

A *Provisional Record*, giving reports of all the speeches or interpretations at plenary sittings of the Conference, the texts of committee reports and other official documents of the Conference, is published in English, French and Spanish.

Delegates who wish to have corrections made to the report of their speeches as printed should communicate these to the International Labour Office (Conference Record Service) in writing not later than ten days after the close of the Conference. Such corrrections will be published as an addendum to the record of the Conference.

For the sake of economy, the press-run of the *Provisional Record* is limited. Participants in the Conference should therefore keep their copies and refrain from asking for additional copies. As decided by the Conference in 1977, the issues reproducing debates in plenary sitting will appear after an interval which may be of up to two working days during the first part of the Conference. Thereafter, the *Provisional Record* of the plenary sittings of a given day will be distributed one and a half days later, during the afternoon of the following day.

Electronic voting system

This year an electronic voting system, aimed at facilitating and speeding up voting procedures, will be used during the plenary sittings of the Conference. This system has been so designed that it may be applied, at future sessions, to votes in committees (including the vote on the priority of resolutions which will, once again this year, take place according to the usual procedure; however, this vote will also be tested electronically), as well as to the elections of members of the Governing Body (this year the elections of the Government Electoral College will take place manually as well as electronically). However, due to budgetary constraints, this year only the Assembly Hall of the Palais des Nations will be equipped with voting stations (one per delegation).

The electronic voting system may be used for the three types of voting procedures provided for in the Standing Orders of the Conference: by show of hands, by a record vote and by secret ballot. The "voting stations" made available to delegates or persons empowered to vote on their behalf are equipped with a screen and a keyboard. The coded badge issued to them upon registration makes it possible to operate the voting station. When inserted into the voting station, it identifies the person voting and indicates the language used by this person.

When a vote is to be held, the subject to be voted on as well as the method of voting (show of hands, record vote or secret ballot) are displayed on the screen of the voting station. Instructions regarding the next steps to be taken will also appear on the screen.

Vote by show of hands: It should be noted first of all that this type of vote will, strictly speaking, no longer be "by show of hands", but will differ from a record vote in that no record will be published as to how each delegate voted. Once all votes have been registered the final voting figures will be immediately displayed and subsequently published with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required.

Record vote: Once all votes have been registered the final voting figures will be immediately displayed with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required. These indications will subsequently be published together with a list of the delegates who have voted, showing how they have voted.

Secret ballot: Once all votes have been registered the final voting figures will be immediately displayed and subsequently published with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required. There will be absolutely no access possible to individual votes nor any record of how the delegates have voted.

In all three cases it is important that delegates should have previously decided whether they or another member of their delegation will exercise their right to vote in a given case. Where more than one vote is nevertheless cast on behalf of a delegate at two different moments or from two different places, only the first vote will be recognized, whether made by the delegate, by a substitute delegate or by an adviser who has received a specific written authorization to that end. A standard form for this purpose will, as in previous years, be at the disposal of delegates at the Information Desk which is situated in the entrance hall of the Assembly Building. Delegates may also obtain these forms at the Secretariat of the Credentials Committee or at the office of the Clerk of the Conference. These specific authorizations, which were formerly handed in to the Clerk's office, **must henceforth be submitted to the Credentials Committee Secretariat preferably the day before the vote and, in any event, at least one hour before voting begins.**

The names of titular and deputy Government members of Conference *committees* should be communicated to the Clerk's office in order to allow those members to express their vote in committees.

An information session to familiarize delegates with the functioning of the electronic voting system will be organized at the beginning of the Conference. The time, date and place of this session will be announced in the *Daily Bulletin*.

B. Procedure

The procedure of the Conference is governed by the Constitution of the Organization and by the Standing Orders, which are reproduced in the publication entitled *Constitution of the International Labour Organisation and Standing Orders of the International Labour Conference* (obtainable from the Distribution Service). The following brief outline of the procedure may be helpful to members of delegations.

Group meetings

The Government, Employers' and Workers' groups will meet separately on the eve of the official opening of the Conference to elect their own officers. They will make proposals for the nomination of the three Vice-Presidents of the Conference, as well as for the nomination of the members of the Selection Committee, the Credentials Committee and of the various committees which will be constituted by the Conference. Only accredited delegates and their advisers may be so nominated. Information concerning the manner in which these nominations should be made is given to each group during its meeting.

Opening

On the first day the Conference meets in plenary sitting. The session is opened by the Chairman of the Governing Body of the International Labour Office.

In accordance with paragraph 3 of article 25 of the Standing Orders, as amended by the Conference at its 79th Session, at its first plenary sitting the Conference will also establish various committees and appoint their members on the basis of proposals made by the groups. The Selection Committee will meet at 11.30 a.m. following this plenary sitting. The general debate in plenary sitting as well as the work of the various committees will begin at 3 p.m. on the same day.

Plenary sittings

The times of the plenary sittings are shown in the *Daily Bulletin* and on the notice boards.

Delegates (or advisers duly authorized to do so in writing by their delegates) who wish to take part in a discussion at a plenary sitting should give their names to the office of the Clerk of the Conference by written note sent to room A-571 before the sitting. In this respect, the attention of delegates is called to the resolution concerning freedom of speech of non-governmental delegates to ILO meetings, which was adopted by the International Labour Conference at its 54th Session (June 1970). In this resolution the Conference affirms the importance it attaches to the application of article 40 of the Constitution in such manner that the right of Employers' and Workers' delegates to the Conference and Employer and Worker members of the Governing Body to express themselves freely on questions within the competence of the ILO is completely safeguarded.

Committee meetings

The time and place at which the various committees will meet will be announced in the *Daily Bulletin* and on the notice boards.

The procedure of committees is governed by Section H of the Standing Orders of the Conference, the text of which is contained in the publication entitled *Constitution of the International Labour Organisation and Standing Orders of the International Labour Conference.*

In committees dealing with the items on the agenda, equal representation is given to the three groups in the Conference – Government, Employers and Workers. This is achieved by a weighting system.

At its first sitting each committee elects a Chairman. It also elects two Vice-Chairmen, chosen one from each of the other groups. The Reporter and Drafting Committee are also appointed, either at the beginning or at a later stage of the committee's work. Separate meetings of the Government, Employers' and Workers' members of the committee may be held. So far as possible these meetings are announced in the *Daily Bulletin* and on the notice boards but, to ensure that they are informed, members of committees should keep in touch with the Officers of their group.

Members of delegations wishing to speak at committee meetings should send their names up to the Chairman or secretariat of the committee (especially at the early meetings, it is desirable to send up names instead of merely "catching the eye" of the Chairman). Speakers are called on in the order in which their names are received. All speeches made in English, French or Spanish will be interpreted into the other two languages; interpretation inter alia from and into Arabic, Chinese, German and Russian is also given as required.

The work of committee secretariats is facilitated if members always sit in the same places.

Amendments to proposals before a committee must be handed in to the secretariat of the committee in writing.

In the interest of smooth and speedy working, members of committees are requested to make their speeches as brief as possible.

Members of committees who are not already in possession of the reports under discussion by their committee can obtain copies from the Distribution Service. Other documents (e.g. amendments) are supplied by the committee secretariat.

Space permitting, the public is admitted to committee meetings, unless a committee decides or the Standing Orders provide otherwise.

Committee reports

The report of each committee is prepared by the Reporter and submitted in draft in the first instance to the officers of the Committee and then to the committee itself. With the approval of the report the committee's work comes to an end. The report is then published in the *Provisional Record* and is considered by the Conference in plenary sitting; the time is announced in the *Daily Bulletin* and on the notice boards. Amendments to the committee's proposals for consideration by the Conference must be given in writing to the Clerk of the Conference. In the case of a proposed Convention or Recommendation, after the committee's proposals and any amendments thereto have been discussed and voted on by the Conference in plenary sitting, the text is referred to the Drafting Committee of the Conference to be put into final form. The text prepared by the Drafting Committee is then published in the *Provisional Record* and the final record vote is taken in plenary sitting at a time which is announced in the *Daily Bulletin* and on the notice boards.

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Members of delegations who are in any doubt or difficulty should not hesitate to apply to the officers of their group or to the secretariat of the committee.

C. Subjects to be discussed by the Conference

Agenda

Standing items

I. Reports of the Governing Body and of the Director-General.
II. Programme and budget proposals and other financial questions.
III. Information and reports on the application of Conventions and Recommendations.

Items placed on the agenda by the Conference or the Governing Body

IV. Prevention of major industrial accidents *(second discussion).*
V. Part-time work *(first discussion).*
VI. The role of the ILO in technical cooperation *(general discussion).*

With regard to the second item on the agenda, the Conference will be called upon to examine Report II: *Draft programme and budget for 1994-95 and other financial questions,* as well as any further related matters that may be brought to its attention by the Governing Body.

The Conference will also have before it a Special Report submitted by the Director-General in application of operative paragraph 5 (a) of the Declaration concerning Action against Apartheid in South Africa adopted by the Conference in 1988 and revised in 1991, as well as a report on the subject by the Governing Body Committee on Discrimination, submitted in pursuance of operative paragraph 5 (b) of the Declaration.

Time-limit for speeches

Article 14, paragraph 6, of the Conference Standing Orders, as amended by the Conference at its 79th Session, sets at *10 minutes* the time-limit of speeches in the discussion of the reports of the Governing Body and of the Director-General.

Ministers attending the Conference and delegates who wish to take part in that discussion will certainly wish to bear this provision in mind so as to avoid the risk of being asked by the President to resume their seats before they have concluded.

Discussion of the reports of the Governing Body and of the Director-General

In accordance with article 12 of its Standing Orders, the Conference has before it a report of the Governing Body of the International Labour Office on its work *(Provisional Record,* No. 3). A report by the Director-General of the Office is also submitted to the Conference: the first part of this report is entitled *Social insurance and social protection;* the second part is devoted to the activities of the ILO during the past year.

The discussion of the reports of the Governing Body and of the Director-General will probably begin in the afternoon of Wednesday, 3 June. In order to ensure the smooth working of the Conference, it is most desirable that a number of speakers should be prepared to speak early in the discussion.

Delegates who wish to take part in the discussion are requested to give their names to the office of the Clerk of the Conference (room A-571, telephone 76828) as early as possible and in any event before the closing day for the list of speakers which will be fixed by the Selection Committee at its first sitting. They are requested to hand in eight copies of their speeches for the use of the interpreters and the Conference Record Service. A ninth copy is requested from delegates who wish their speeches to be made available to the press and radio.

Other business

1. *Standing Orders.* The Conference will have before it proposals for the amendment of its Standing Orders submitted by the Governing Body of the International Labour Office. The text of the proposals appears in the *Provisional Record,* No. 2.

2. *Resolutions.* The texts of the draft resolutions submitted for consideration by the Conference in accordance with article 17 of the Standing Orders appear in *Provisional Record,* No. 1.

3. *Election of members of the Governing Body of the International Labour Office.* In accordance with article 7, paragraph 5, of the Constitution of the International Labour Organization, elections to the Governing Body will be held during the present session of the Conference to select the Governments which have elective seats (regular and deputy members) and the Employer and Worker members and deputy members of the Governing Body.

D. Entertainment during the Conference

In view of the large number of receptions given by delegations to the Conference, with the consequent risk of overlapping, it has been found necessary for several years to apply a rotation procedure whereby States do not normally offer more than one reception every three years.

To this end States are divided into three groups, according to the French alphabetical order of their names. Under this arrangement it is open to those States whose initial letters fall within the group F-M to consider offering hospitality during the present session of the Conference. Alternatively, groups of not less than three States may combine to give receptions jointly.

This is a matter of practical convenience and in no way implies any obligation on governments to provide entertainment at any time. It is recognized, too, that governments may have express reasons for giving an entertainment, even if it is not their turn.

Before deciding on a date and making arrangements for receptions, delegates should contact the Protocol Service (room A-525, telephone 76862), which will be pleased to help with any necessary information and advice.

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

1 (Rev.)

Resolutions

Resolutions submitted in accordance with article 17 of the Standing Orders of the Conference

Resolution concerning the commemoration of the 75th anniversary of the International Labour Organization, submitted by Mr. Arbesser-Rastburg, Employers' delegate, Austria; Mr. Burge, Employers' delegate, United States; Mr. Cortina Legarreta, Employers' delegate, Mexico; Miss Hak, Employers' delegate, Netherlands; Mr. Hultin, Employers' delegate, Finland; Mr. Koyama, Employers' delegate, Japan; Miss Mackie, Employers' delegate, United Kingdom; Mr. Noakes, Employers' delegate, Australia; Mr. Oeschlin, Employers' delegate, France; Mr. Owuor, Employers' delegate, Kenya; Mr. Pierides, Employers' delegate, Cyprus; Mr. Santos Neves Filho, Employers' delegate, Brazil; and Mr. Thüsing, Employers' delegate, Germany.

The General Conference of the International Labour Organization,

Considering that the year 1994 will mark the 75th anniversary of the International Labour Organization, which was established by Part XIII of the Peace Treaty signed at Versailles on 28 June 1919,

Considering that 1994 is also the 50th anniversary of the adoption of the Declaration concerning the aims and purposes of the International Labour Organization, adopted at Philadelphia on 10 May 1944 and annexed to the Constitution,

Recalling that the Declaration adopted at Philadelphia was a reaffirmation of the principles upon which the ILO was founded, and a restatement of its objectives in the light of developments that had taken place up to then,

Recognizing that in the fifty years since the Declaration of Philadelphia was adopted the world has undergone considerable change in many aspects of international and national life,

Considering that all institutions need to be reviewed from time to time in order to ensure that their missions remain relevant to the needs of their members in a changing environment and that their structures and methods are the most appropriate for that mission,

Noting that other organizations which the world community has set up, notably the United Nations, have embarked on reassessments of their roles and structures in order to adapt themselves to developments in the world,

Considering that the United Nations is in a process of extensive reform,

Considering that the ILO, with its unique tripartite nature and its specific mandate in the social and labour field, has an important role to play in the United Nations system,

Recognizing that the democracy and freedom increasingly sought by nations all around the world cannot be achieved without the creation of market economies based on private initiative,

Considering that the overriding need of today in the vast majority of countries is for employment growth, and that in countries in transition and developing countries this is especially important to underpin the movement towards democracy and as the principal weapon against the problems of poverty and underdevelopment,

Considering that the creation of productive and sustainable employment can only be based on economic growth,

Convinced that the ILO, in cooperation with other international agencies, can make a significant contribution to the efforts of its constituents by encouraging and assisting them to create conditions that would foster wealth creation and employment, and by helping the social partners to contribute to national development,

Reaffirming continued faith in and commitment to the fundamental principles and values upon which the ILO was founded, and recognizing the new relevance they acquire in today's world,

Recognizing the urgent need to review the objectives, priorities, strategies, procedures and structures of the Organization in order to optimise its usefulness to its membership in the light of developments up to now, and to prepare it to remain relevant and useful in the future,

Noting that the Governing Body has already made proposals to improve the functioning of the International Labour Conference, and is presently in the process of reviewing its own method of work;

Calls upon member States, employers, workers and their respective organizations to contribute to a renewal of the role, structures and activities of the International Labour Organization with a view to improving and optimizing the benefits it offers to its constituents in the light of changes in the world, and in particular to use the occasion of the 75th anniversary of the Organization to:

(a) review its objectives and priorities, and redefine them to equip the ILO with a new relevance and renewed sense of mission, better adapted to the current needs of its constituents;

(b) re-evaluate its means of action;

(c) review its practices and procedures;

(d) reform its decision-making structures;
(e) develop a policy to improve its image; and
(f) devote the discussion in the plenary of the 1994 Session of the Conference to the renewal of the Organization and its rededication to the evolving needs of its constituents.

Resolution concerning the need to review and update international labour standards, submitted by the Government delegations of Indonesia, Malaysia, Philippines, Singapore and Thailand.

The General Conference of the Interational Labour Organization,

In the light of the joint communiqué unanimously adopted at the 13th Asia and Pacific Labour Ministers' Conference in Teheran, Iran, on 21-23 April 1993,

Considering that a review of existing labour Conventions and standards, which is timely and necessary, should seriously consider the difficulties faced by many developing countries in complying with such standards (many of which were formulated on the basis of world conditions prevailing as far back as seven decades ago) as well as the various socio-economic and cultural backgrounds, development experiences and aspirations of the countries concerned, while at the same time maintaining social justice and the quality of life, particularly for workers and employers;

Decides that:

(a) the ILO should immediately review and update existing labour Conventions and standards, to enable flexible implementation of such Conventions and standards in labour administration and their more meaningful and pragmatic application;
(b) the report containing the results and recommendations of the review should be tabled at the 81st Session of the International Labour Conference in 1994.

Resolution concerning the situation in Rwanda

A resolution on the above subject was submitted by a person whose credentials had not been received at the time this issue of the Provisional Record *had to go to print.*

The text of the resolution will be published as a supplement to Provisional Record *No. 1 if and when these credentials are received.*

Resolution on ILO action concerning indigenous and tribal peoples during the International Year for the World's Indigenous People, submitted by the Government delegation of Costa Rica

The General Conference of the International Labour Organization,

Recalling the resolution on ILO action concerning indigenous and tribal peoples adopted by the Conference at its 76th Session in 1989,

Observing that 1993 has been proclaimed the International Year for the World's Indigenous People and that the United Nations Centre for Human Rights has been appointed, in conjunction with the International Labour Office (ILO), the coordinating agency for all activities related to this Year,

Hoping that this Year will lay the foundation for far-reaching and lasting action and efforts undertaken by the national and international communities for the benefit of the above-mentioned peoples,

Aware of the need to establish between the State and indigenous and tribal peoples new relations that are based on mutual respect and dialogue, in order to ensure peace and social justice in the world,

Considering the programmes and special measures which have been adopted by the organizations of the United Nations system and other organizations, in order to contribute to the attainment of the objectives of the International Year,

Observing the measures taken by the European Parliament and the Inter-American and Asian Development Banks to contribute, in their respective spheres of competence, to the fulfilment of the provisions of the Indigenous and Tribal Peoples Convention, 1989 (No. 169),

Noting with satisfaction that to date five member States have ratified Convention No. 169 and that others are considering the possibility of ratifying this Convention,

Recognizing the considerable efforts made by the ILO itself to make known the objectives and scope of Convention No. 169, to assist the governments which have ratified it in fulfilling their obligations under this Convention, and to promote dialogue and consultation between governments, indigenous and tribal peoples and other persons involved in social and labour matters with regard to development policies and programmes which respect the needs and aspirations of the peoples concerned,

Noting with satisfaction the establishment, in which the ILO played an important role, of a Regional Fund for the Development of Indigenous Peoples and Communities in Latin America which lays the foundations for a more equitable relationship and mutual responsibility between the State and such peoples;

National action

1. Invites the member States which ratified Convention No. 169 to ensure the fulfilment of the objectives of this Convention, in particular the establishment of mechanisms and channels for consultation and participation of indigenous and tribal peoples in the decision-making processes which affect their lives directly;

2. Invites all member States which have not yet ratified the Convention to consider doing so, in order to promote and execute development and technical cooperation policies and programmes which are in keeping with the principles of the Convention;

3. Invites governments, as well as employers' and workers' organizations to hold, in collaboration with the organizations of the peoples concerned, seminars and meetings to:

(a) promote a better understanding of the significance and implications of Convention No. 169;
(b) identify, in an atmosphere of dialogue and mutual respect, the major problems which affect the

above-mentioned peoples, and to consider the most appropriate and acceptable measures and modalities for action for all the parties involved.

International action

4. Urges the international organizations mentioned in the preamble to Convention No. 169 and other organizations to intensify their efforts to attain the objectives of Convention No. 169.

5. Invites the organizations concerned to step up their efforts to collaborate with the ILO in the process of supervising the application of Convention No. 169 and of the Indigenous and Tribal Populations Convention, 1957 (No. 107), in those countries which have not yet ratified Convention No. 169.

6. Invites the above-mentioned organizations to intensify the exchange of information, experience and ideas concerning indigenous and tribal peoples, among themselves and with the ILO, so as to avoid duplication of effort, to ensure a more rational and effective use of available resources and to achieve greater coordination of activities.

ILO action

7. Urges the Governing Body of the International Labour Office to instruct the Director-General to carry out the following activities and to propose that more resources be allocated for such purposes in future ILO budgets:

(a) to promote the ratification of Convention No. 169 and to monitor its application;

(b) to assist governments in the development of effective measures in the execution of the Convention, with the full participation of indigenous and tribal peoples;

(c) to promote the Convention among organizations of the United Nations system and other organizations and bilateral donors, with a view to obtaining a consensus on the basic principles and conditions required in any programme or policy which affects the peoples concerned;

(d) to intensify the collection, analysis and dissemination of data and information concerning the living and working conditions of indigenous and tribal peoples;

(e) to promote an exchange of experience and ideas among indigenous and tribal organizations at both national and international level, as a strategy to increase their visibility and self-confidence and to foster the development of alliances;

(f) to participate actively in the preparation of a draft Universal Declaration on the Rights of Indigenous Peoples within the Working Group on Indigenous Populations of the United Nations Sub-Commission on Prevention of Discrimination and Protection of Minorities, so as to ensure its complementarity with the Convention;

(g) to establish and interdepartmental programme for the benefit of indigenous and tribal peoples which combines and integrates research activities with pilot projects in the field and technical advisory services;

(h) to promote activities aimed at informing and sensitizing international public opinion on the particular vulnerability of indigenous peoples and their present and potential contribution to the economic, cultural and political development of their respective national societies.

Resolution concerning the promotion of the capabilities of labour administrations and enhancement of the role of labour ministries in the development process, proposed by the Government delegation of the Islamic Republic of Iran

The General Conference of the International Labour Organization,

Recalling, once more, the objectives set out in the Preamble to the Constitution as well as in the Declaration annexed thereto concerning the aims and purposes of the International Labour Organization, with particular reference to Parts II(c) and (d), III and IV of the said Declaration,

Reiterating their relevance and urgency in view of the new challenges facing the world of work today, as a result of unprecendented changes in the institutional structures underlying the whole of the international, regional, as well as national situations in all areas of human life,

Inspired by the benefits of tripartite concentration that is the best and unique mechanism upon which social justice can be maintained and promoted as a prerequisite for universal and lasting peace,

Convinced that the emergence of new conditions presupposes new roles to be urgently and vigorously assumed by all the social workers, both at universal and at the grass-roots levels, in the areas of working and living conditions as well as the quality of life of the working people, so as to face up to the new challenges ahead of them, and that their institutional capabilities must be constantly revitalized, thus enabling them to help more effectively to realize the fulfilment of new demands,

Recognizing that the synergy among the grass-roots, national, regional or international conditions and developments has become a dominant feature in the world of today and that the increased interdependence among nations will constitute a leitmotif for the protection and improvement of the working and living environments both for present and future generations to make it possible for them to enjoy material well-being and spiritual development – values that cannot be compromised at any price,

Recognizing also that the same synergy and mutual reinforcement have existed and will continue to be intensified among the ILO constituents and organs as well as the dependent or related bodies, and that they are all parts of the same whole,

Endorsing the relevance and significance of the principles laid down in the numerous instruments referred to by the Director-General of the International Labour Office in his Report to this session of the International Labour Conference, and considering also the fact that developments in recent years have highlighted the need for labour administrations to come to grips with such diverse issues as macro- and micro-economic policies, new technologies and rapidly changing economic and social settings, putting to the test the capacities of labour ministries to handle new situations quickly and flexibly with enlightened training and labour market policies, Noting that technical cooperation constitutes an indispensably enabling factor the achievement of the set goals, and that the new international environment for technical cooperation places greater responsibility for coordinating the execution of technical cooperation programmes on the national labour administrations concerned;

1. Urges the Governing Body to instruct the Director-General to make every effort towards intensifying and further enhancing the ILO's positive collaboration not only with the IMF and the World Bank, but also with other funding institutions and bodies concerned, so that policies, including structural adjustment policies, take into account – as from the early design stage – social objectives and social dimensions which are of concern to policy-makers and labour administrations as well as to the social partners, in view of the object that social policy should lead economic policy.

2. In the same context, strongly supports the contention that the ILO, as the World Labour Parliament, should be a lead agency in the United Nations World Summit for Social Development to be held in Copenhagen in 1995, and that the most outstanding role for both the ILO and its constituents will need to be one of an advocacy nature in which spiritual values, conscience-building, policy advice and policy formulation, standard setting, coordination and monitoring play their part and continue to do so in the years to come.

3. Requests the Governing Body and the Director-General to support and actively promote, through appropriate channels, the capabilities of Labour administration systems, as defined in Article 1(b) of the Labour Administration Convention, 1978 (No. 150), with their ramifications extending throughout the systems of public administration, and to further mobilize and consolidate such mechanisms as may be deemed appropriate to promote the capabilities of labour administrations and enhance the role of labour ministries in the development process in the light of the above perspective.

4. At the same time, reiterates that tripartite social dialogue is essential for all decisions, affecting communities as a whole, to be culturally, socially, politically and economically more meaningful, acceptable and just, so that economic policies in general and structural changes in particular will combine efficiency with equity and ensure that economic reform will also lead to social progress on the sustainable basis that is a prerequisite for their success.

5. Confirms that such support and active partnership will continue to be of an enabling nature for labour administrations and will help them to fulfil their advocacy role as coordinators, pace-setters and regulators in the broad economic and social policies and generally in the development efforts, and more particularly to assist the developing labour administrations in building up their labour maket analyses and statistical capacities, as well as to enhance the capacity of the labour administration officials and staff to effectively assume expanded roles of labour ministries.

6. Recognizes that ministries of labour should, in their traditional fields of responsibility, become increasingly involved in and face up to new challenges ahead such as questions relating to the environment, the development process, human resources development – including a human-resources-development-oriented approach towards genuine development – macro- and micro-policies, especially in relation to structural changes of different forms, vulnerable groups, poverty alleviation, young entrants to the labour market and especially questions relating to women; and that such vast and various fields of concern both to governments and to the social partners will need to be adequately addressed by the ILO through its varied activities and through its strengthened regional mechanisms tailored to the promotion of intra- and inter-regional techical cooperation.

7. Calls on the Governing Body to instruct the Director-General to take the necessary measures for the preparation of a special report on the above issues and to consider putting a separate item dealing with the new roles of labour administrations on the agenda of the next session of the International Labour Conference.

Resolution concerning the social dimension of structural adjustment and the transition to a market economy, submitted by the Government delegations of France, Germany, Russian Federation and Ukraine

The General Conference of the International Labour Organization,

Recalling the Preamble to the Constitution of the International Labour Organization, which stipulates that universal and lasting peace can be established only if it is based upon social justice,

Stating that the right to social protection is an inalienable right of each member of society,

Considering that the social and living conditions of peoples become particularly vulnerable during periods of profound political and economic change,

Convinced that the interdependence of economic efficiency and social protection constitutes a prerequisite for successful national development and that economic reforms should also lead to sustainable social progress,

Recognizing that the main responsibility for establishing a suitable legal framework for the basic guarantees in the field of social protection rests with governments and noting the importance of tripartite dialogue in formulating relevant policies,

Stressing that its specific mandate in the social field requires the ILO to contribute to the promotion and strengthening of social justice in the countries where the social consequences of structural adjustment programmes are most tangible,

Emphasising the central role which the ILO should play in the preparation, convening and follow-up of the World Summit for Social Development;

1. Calls on the governments and employers' and workers' organizations:

(a) to take adequate measures with a view to creating favourable conditions for social dialogue in the course of structural adjustment and thus to ensure that all reforms are carried out in the interests of the majority of the population and are less painful for the working people;

b) to encourage and promote the development of appropriate national economic and employment policies consistent with the need for strengthening the social protection of the most vulnerable groups of the population and those displaced by structural adjustment.

2. Invites the Governing Body of the International Labour Office to request the Director-General:

(a) to promote adequate advisory services and technical cooperation as regards the development mechanisms of social protection, and to monitor the social situation in countries which have embarked on the transition to a market economy or are engaged in the process of structural adjustment;

(b) to assist governments to ensure that programmes of social protection are duly incorporated within their active labour market and economic development policies and promotion of democracy;

(c) to provide necessary advice and assistance to the governments of member States in elaborating and updating their social legislation;

(d) to maintain, develop and institutionalize close cooperation with the international financial institutions, such as the IMF, the World Bank, the EBRD and other international bodies concerned in order to ensure that their programmes of assistance to the countries in transition take adequately into account the need for social protection and development;

(e) to take the necessary measures to reflect fully the leading role of the ILO in the promotion and development of social security and social protection and its resulting particular significance in the process of preparation, convening and follow-up of the World Summit for Social Development.

Resolution concerning non-standard and precarious forms of employment, submitted by Mr. Avraam, Workers' delegate, Cyprus; and Mrs. Spychalska, Workers' delegate, Poland

The General Conference of the International Labour Organization,

Considering that all forms of employment should be in accordance with the objectives of the ILO in the field of social justice, as enshrined in its Constitution and in the Declaration of Philadelphia,

Referring to the Employment Policy Convention, 1964 (No. 122),

Recalling the resolutions recently adopted by various industrial committees concerning non-standard and precarious forms of employment, such as resolution No. 3 (1989) of the Hotel, Catering and Tourism Committee, resolutions Nos. 9 and 15 (1991) of the Forestry and Wood Industries Committee, and resolution No. 102 (1992) of the Building, Civil Engineering and Public Works Committee,

Bearing in mind the conclusions of the meeting of experts on the social protection of homeworkers held in 1990,

Considering that the development of non-standard and precarious forms of employment is fostered by the permanent entrenchment of massive unemployment, as well as the tendency of larger enterprises to shift their labour costs to smaller enterprises and seek flexibility in labour and employment,

Considering that these forms of work, which deviate from the norm of full-time, permanent employment and which include fixed-term contracts, temporary employment, seasonal or irregular employment, intermittent or part-time employment which is imposed rather than chosen, job-sharing, casual employment, flexible working time or on-call work, the encouragement of wage-earners to become subcontractors and providers of services, and the increasingly systematic use of on-site subcontracting and off-site subcontracting, as well as homework, tend to develop much more rapidly than fixed employment,

Noting that the particular forms of contracts linked to policies for initial employment or re-entry into the labour market, especially for young people and the hard-core unemployed, such as solidarity contracts and initial employment training programmes, contribute to the increase in precarious employment within enterprises and are often diverted from their true purposes,

Noting furthermore that precarious employment is also growing in administrations and public services, through the recruitment of temporary replacements and auxiliary staff who have no status, and that this tends to call into question statutory employment in public services,

Concerned by the fact that non-standard forms of employment entail serious consequences for the workers concerned making such workers more vulnerable than those who have stable employment, creating a number of differences between wage-earners, in particular making it impossible for workers with atypical contracts to be fully integrated in workers' collectives, which places them in a situation of relaltive exclusion in relation to their colleagues, contributing to the fact that workers who are employed on a precarious basis constantly run the risk of social exclusion, due to the uncertainty or irregularity of their employment, the irregularity of their income, their minimal social protection, which particularly hinders their social mobility and the enhancement of their skills, and tending to stretch, even break, the economic and social links between wage-earners and the enterprise,

Emphasizing that non-standard and precarious forms of employment concern women more particularly and that they are generally a source of discrimination between workers with atypical contracts and those with permanent contracts, to the detriment of the former, in particular as regards equal pay for equal work, overtime pay, annual or maternity leave, and health benefits,

Concerned furthermore by the increased risks for the health and safety of subcontracting wage-earners who are not always aware of the safety measures to be observed and the dangers inherent in certain operations or installations, and by the difficullties involved in identifying the responsible employer in case of an accident at the workplace or occupational disease where there is off-site subcontracting on building and public works sites, and where there is on-site subcontracting; considering, in this connection, that off-site subcontracting should be prohibited and that the representatives of staff should be consulted as to the appropriateness of subcontracting and on the conditions in which it is practised.

Concerned finally by the increasing inclusion of precarious provisions in normal contracts under new forms of human resources management and employment strategies, due to which an increasing number of wage-earners is increasingly threatened by exclusion,

Observing that the development of non-standard forms of work and flexible working time has not solved the disturbing problem of unemployment, which continues to assume alarming proportions in the majority of countries;

1. Calls upon member States to:

(a) implement the provisions of the Employment Policy Convention, 1964 (No. 122), and for those countries which have not yet ratified it to consider all the possibilities of doing so and, in the meantime, to use it as a basis for the establishment of their employment policies;

(b) examine carefully the development of non-standard and precarious forms of employment and initiate, with the participation of workers' and employers' organizations, effective policies aimed at promoting stable employment and the corresponding social and legal guarantees, which are aimed at offering increased guarantees to workers who have atypical or precarious jobs, while at the same time limiting the involvement of outside enterprises for all activities which are normally conducted by the contracting enterprise;

(c) provide the ILO with all the statistical data and studies conducted at the national level, by the government as well as by workers' and employers' organizations, concerning the evolution of forms of employment, and the measures envisaged or applied to promote stable employment and to increase job security and the social and legal guarantees for all kinds of employment.

2. Invites the Governing Body of the ILO to instruct the Director-General to:

(a) carry out a study on all forms of non-standard and precarious employment and on the conditions of work, wages, as well as the level of social protection, guarantees and rights, including freedom of association, enjoyed by workers who have these forms of employment; this study should also cover the increasing flexibility introduced in employment under contracts without limit of time;

(b) organize seminars and meetings of experts, especially in the regions, in sectors which have the highest rates and the highest increase in non-standard and precarious forms of employment, as well as those which have the highest incidence of subcontracting and homework, so as to make recommendations and propose strategies in this field.

Resolution concerning the contribution of the ILO to social protection during periods of transition and structural adjustment, submitted by Mr. Avraam Workers' delegate, Cyprus; and Mrs. Spychalska, Workers' delegate, Poland

The General Conference of the International Labour Organization,

Recalling the Preamble to the Constitution of the International Labour Organization, as well as the Declaration of Philadelphia,

Bearing in mind the principles embodied in the International Covenant on Economic, Social and Cultural Rights (1966) and in the United Nations Declaration on on Social Progress and Development,

Considering the general objectives laid down by the High Level Meeting on Employment and Structural Adjustment held by the ILO in 1987,

Recalling the Conventions, Recommendations and resolutions adopted by the ILO in the field of economic and social policy as part of the standard-setting activities which are peculiar to the Organization,

Noting with satisfaction the report submitted by the Director-General to this session of the Conference concerning developments in systems of social security and social protection in member States,

Emphasizing that the success of national development efforts depends to a great extent on a just balance between economic and social progress,

Taking as a premise that structural adjustment policies should be designed to attain both economic and social objectives,

Bearing in mind the long-term challenges that many countries must face and the experience gained from the implementation of structural adjustment programmes,

Recognizing that in several countries, in particular those in transition and developing countries, stabilization and structural adjustment programmes have exacerbated problems such as high unemployment, poverty and low incomes, a reduction in the expenditure allocated to social services and programmes, lower real wages, an appreciable decline in living standards, especially in the poorer segments of society,

Recognizing that social protection, pensions, and unemployment benefits schemes are under pressure from the employment situation,

Noting also that the disappearance of many jobs in the formal sector and the increase in unemployment have led to a proliferation of activities in the informal sector, and the consequent loss of all rights in the field of social protection and pensions,

Convinced that the criteria for social protection and economic efficiency are complementary and constitute an objective basis for the pace and concrete forms of structural changes,

Considering that structural adjustment and development policies require active and effective dialogue between governments and employers' and workers' organizations,

Considering that economic stabilization and structural adjustment programmes, combined with low economic growth and the deterioration of the labour market have in the past few years only reinforced the need for adequate social protection, in particular in developing countries and, more recently, in the countries in transition in central and eastern Europe,

Recognizing that no international instrument containing provisions for the social protection of workers affected by structural adjustment has been adopted to date;

1. Calls upon member States to:

(a) apply, with the participation of workers' and employers'organizations, a coherent and effective policy, so that stabilization and structural adjustment programmes will be at the service of man and social justice;

(b) take measures so as to spare workers the adverse effects of structural changes and to establish effective mechanisms for assisting workers who have lost their jobs to find suitable employment;

(c) integrate social protection measures in the design phase of structural adjustment programmes, by taking account of their impact on employment, income distribution, and the satisfaction of basic needs of the majority of persons.

2. Invites the Governing Body of the ILO to instruct the Director-General to:

(a) make provision for increased resources in the ILO's programme of activities so as to make it possible to consolidate the work done on the impact of structural adjustments on employment, wages, social affairs and the life of populations;

(b) collect, make known and exchange, on a regular basis, information on the measures taken in member States as regards social protection during periods of structural adjustment;

(c) conduct a study on minimum wage indexation in the contect of runaway inflation, which characterizes the situation in the majority of the economies in transition;

(d) establish practical directives for cooperation with the IMF and the World Bank which a view to providing them at a very early stage with an evaluation of the social aspects of adjustment programmes.

3. Invites the Governing Body of the International Labour Office to:

(a) intensify the ILO's efforts aimed at sensitizing governments to the social dimension of structural adjustment;

(b) define the concept of social protection policies during a period of structural adjustment and to consider the possible need to draft additional standards in the field or to update the relevant provisions of existing standards.

Resolution concerning social security, submitted by Mr. Glesener, Workers' delegate, Luxembourg; Mr. Herrera, Workers' delegate, Costa Rica; Mr. Rabemanantsoa, Workers' delegate, Madagascar; and Mrs Sietaram, Workers' delegate, Netherlands

The General Conference of the International Labour Organization,

Recalling the Universal Declaration of Human Rights which grants social protection to all persons,

Recalling that the Declaration of Philadelphia obliges the ILO to promote programmes aimed at guaranteeing to all persons a basic income as well as health care,

Observing that in developing countries:

- the limited scope of social security and the low level of social expenditure attest to the limitations of contributory and compulsory social insurance;
- the majority of these insurance schemes were designed at the outset for employed persons in the so-called "modern" economy;
- neither the mass of precarious workers nor the great majority of the population benefit from any social protection, as the traditional forms of protection play only a very limited role in urban areas and are being eroded in rural areas;

Observing furthermore, the poor health care situation in some regions, in particular the high rate of disease among children, as well as limited access to preventive and curative health care;

Considering that without the political will to include social protection in development plans and programmes, there is a risk of generating economic growth without social development; that social protection measures should actively support economic restructuring;

Considering, finally, that the methods retained for employed persons are hardly applicable in their present form to the self-employed;

Observing, furthermore, that in industrialized countries with highly developed social security schemes:

- attachment to the social security system has taken precedence over criticism of the system;
- poverty and social exclusion are on the increase, particularly in urban areas in the throes of industrial decline;
- the financing of social protection systems gives rise to problems, as a result of the increase in unemployment, the structural reduction of the volume of employment, the method of financing (with social contributions constituting a virtual employment tax) and increased economic competition;
- social security systems should keep pace with population growth;

Recalling in general that the ILO is particularly attached to the pursuit of its global objectives of promoting the well-being of all categories of workers, in particular the most disadvantaged groups,

Considering that the long-term objectives in the field of social protection are expressed in existing Conventions and Recommendations, and that these instruments, in particular the Social Security (Minimum Standards) Convention, 1952 (No. 102), allow these objectives to be pursued through the various organizational models of national systems,

Convinced that the social and economic situation in the different regions calls for a strengthening of social programmes to counter the effects of the economic crisis and adjustment programmes, above all for the most vulnerable groups;

1. Calls upon governments and, if necessary, employers' and workers' organizations to:

(a) adopt, ratify and apply international Conventions concerning social security, and in particular Convention No. 102 (Minimum Standards);

(b) extend social protection, as an important element of a wider economic and social development strategy, by ensuring first and foremost an economic income (harvest insurance in rural areas, economic support for the informal sector in urban areas) and by making provisions for a social assistance mechanism to alleviate the harshest consequences of poverty;

(c) establish progressively a general system of social protection covering the entire population which provides for basic benefits in the event of illness, invalidity, unemployment, old age and family responsibilities, and which is financed by public funds;

(d) make provision, as a matter of priority, for minimum access to health care and education, through recourse to traditional institutions, workers' organizations, credit unions and cooperatives to set up social and health services and assistance for school enrolment and the promotion of the collective contract method;

(e) maintain the schemes (in force in a supplementary capacity, if necessary, with financing from the sectors concerned;

(f) manage social protection schemes with the participation of all the parties concerned;

(g) safeguard, improve or develop social security systems based on the principles of insurance and solidarity;

(h) promote employment by implementing the resolutions adopted in 1992 concerning the promotion of employment and the role of enterprises in employment growth;

(i) examine and apply other methods of financing of social secutity systems, so as not to penalize further labour and employment;

(j) anticipate the challenges of population growth by constituting reserves or reorienting health care policies;

(k) respect or promote the joint or tripartite management of social security;

(l) and, above, avoid any measures of social exclusion.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

(a) give special importnce to social protection in the implementation of the ILO's programme and the planning of future activities;

(b) organize technical assistance missions for the implementation of paragraph 1 of this resolution;

(c) ensure that structural adjustment policies and programmes take into consideration the crucial importance of social protection for the population and more particularly for the most vulnerable groups;

(d) assist in the adoption of objective decisions on the priorities concerning the possible measures and means to be used;

(e) further the search for precise knowledge, in both qualitative and quantitative terms, of: social and economic needs; demographic trends; social protection financing methods.

Resolution concerning the role of tripartism in the face of economic interdependence and the development of democracy, submitted by Mr. Glesener, Workers' delegate, Luxembourg; Mr. Herrera, Workers' delegate, Costa Rica; Mr. Rabemanantsoa, Workers' delegate, Madagascar; and Mrs. Sietaram, Workers' delegate, Netherlands

The General Conference of the International Labour Organization,

Recalling that the Declaration of Philadelphia states that "freedom of expression and of association are essential to sustained progress" and that "the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare",

Recalling, furthermore, that to attain these objectives, the Declaration underlines the obligation for the ILO to implement programmes to achieve "the effective recognition of the right of collective bargaining, the cooperation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures",

Recalling the statement of the Governing Body in November 1992 when it considered 111 cases alleging violation of ILO standards and principles in the field of freedom of association: "The employer and worker spokesmen expressed their concern about the situation of human rights and labour relations... in several cases, extreme violence was reported... and other cases revealed problems of increasing complexity in labour relations",

Considering that many countries on all continents are engaged in a process of political, economic and social democratization,

Hopeful that these processes will succeed, for they constitute the essential element of economic and social efficiency as well as of the material, spiritual and cultural development of citizens,

Reiterating that the role of authentic and representative workers' and employers' organizations is of fundamental importance in this development if they are to play their effective part in the democratization of economic and social life, with account being taken of the principles of tripartism, and in particular contractual methodology,

Noting that the rapid evolution towards a market economy in many countries, the internationalization and interdependence of enterprises and the globalization of financial markets create new decision-making centres which fall outside the framework of tripartism or the procedures for social dialogue advocated by the ILO,

Noting, furthermore, that the development of the informal economy, the increase in atypical forms of work, the fragmentation of labour markets and the changes in work organization brought about by new technologies as well as the application of new strategies for human resources management make labour relations increasingly complex, thus undermining social dialogue in many respects,

Noting that in the political sphere, supranational areas are being created to develop integrated strategies, the economic and social repercussions of which are insufficiently addressed, or not addressed at all, by social dialogue,

Observing that the measures taken under this twofold pressure of internationalization and the increasing complexity of economic and social conditions very often do not take into account the principles and standards contained in the international labour Conventions in force and their application,

Observing that these trends have implications not only for labour legislation and relations between governments and workers' and employers' organizations at the national level, but for their bilateral and multilateral relations at the international level:

1. Requests all the constituents of the ILO to place Conventions Nos. 87, 98, 135, 141, 144 and 151 as well as their accompanying Recommendations at the heart of the social and economic policies of all their countries and regional and international governmental institutions;

2. Calls upon the Governing Body to invite the Director-General to give priority attention to the need to provide full support to the processes of democratization and the promotion of effective tripartism at all levels and, in this regard, to:

(a) lay due emphasis on the promotion of international labour standards as a principal means of guaranteeing that the processes of democratization and economic transition are consonant with the fundamental objectives of the ILO in the field of social justice;

(b) take every opportunity to maximize the influence of the ILO and the integration of its guiding principles in the preparation and application of structural adjustment policies;

(c) present to the Governing Body proposals for initiatives which would enable the ILO and its constituents to provide a more effective response to the internationalization of the world economy;

(d) ensure, at national level, respect for ILO standards in bilateral cooperation as well as the participation of representative and authentic workers' organizations in cooperation projects and the promotion of the collective contract method, in particular as regards the informal sector.

3. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

(a) strengthen the ILO departments which provide support for the democratization process and the move towards a social market economy, the development of labour legislation and institutions, as well as the creation of free and independent employers' and workers' organizations;

(b) ensure, by taking the necessary measures, that the ILO and its constituents are not excluded from international or supranational structures, and that tripartite institutions or joint national institutions are not progressively stripped of their functions without being complemented by appropriate mechanisms at the respective international or supranational level;

(c) secure the full participation of the ILO in the World Summit for Social Development to be organized by the United Nations in Denmark in 1995, and to ensure that the principles of tripartism are taken into account in its preparation.

Resolution concerning the informal sector, submitted by Mr. Glesener, Workers' delegate, Luxembourg; Mr. Herrera, Workers' delegate, Costa Rica; Mr. Rabemanantsoa, Workers' delegate, Madagascar; and Mrs. Sietaram, Workers' delegate, Netherlands

The General Conference of the International Labour Organisation,

Recalling the Declaration of Philadelphia, which recognizes the solemn obligation of the ILO to further among the nations of the world programmes which will achieve full employment and the raising of standards of living, and the Preamble to the Constitution of the International Labour Organization, which call for the prevention of unemployment, as well as the reference to the right to equitable work and to satisfactory working conditions in the Universal Declaration of Human Rights,

Taking into account the basic human rights standards of the ILO: freedom of association, the right to organize, freedom from forced labour and equality of opportunity and treatment (Conventions Nos. 87, 98, 29, 105 and 111),

Noting that the ILO has adopted international labour standards relating to employment policy (Convention No. 122 and Recommandations Nos. 122 and 169) and resolutions concerning the contribution of small and medium-sized enterprises to economic and social progress and to the creation of jobs, especially in developing countries,

Considering that the informal sector is developping rapidly all over the world in the face of the problems of unemployment, underemployment and poverty which affect workers who are desperately seeking the means of subsistence,

Viewing with concern the precarious conditions of work and life of men and women workers engaged in the informal sector and the fact that they have often almost no social security protection,

Deeply concerned by the adverse economic and social effects of the present slowdown of the international economy and by the repercussions of structural adjustment programmes which have resulted in even further erosion of the livelihoods of men and women workers engaged in this sector,

Convinced that the harnessing of all human skills is an essential means of resolving the problems of unemployment, underemployment and development,

Considering that the informal sector, despite the often marginal character of the employment it offers, can contribute to the socio-economic development of a country in so far as it receives due attention and is the subject of a specific policy,

Convinced that the provision of adequate economic and social opportunities enabling women to participate fully in and to benefit from informal sector activities is essential for the success of the recovery programmes (structural adjustment programmes) adopted in many countries,

Recalling the ILO's Plan of Action on Equality of Opportunity and Treatment of Men and Women in Employment, adopted en 1987,

Recognizing that several ongoing ILO programmes address the needs and concerns of specific categories of women workers in the informal sector in the rural and urban areas, and taking into account the Report of the Director-General to the 78th Session of the International Labour Conference on the subject of the informal sector:

1. Urges governments and, where appropriate, employers' and workers' organisations to:

(a) examine all the problems of the informal sector in rural and urban areas;

(b) promote the application of the basic human rights standards of the ILO (Conventions Nos. 87, 98, 29, 105 and 111) to the informal sector;

(c) recognize that women's contribution in informal sector activities is crucial to national economies and covers a broad range of employment relationships including household-based productive activities, home-based subcontracting and various types of self-employment;

(d) adopt policies designed to support workers in the informal sector to organize and improve this sector in such a way that the persons employed in it benefit from good conditions of work, an equitable income and the social advantages inherent in any occupational activity;

(e) extend social protection as an important element of economic and social development strategy;

(f) provide in the first place a minimum access to health care and education by basing themselves on the traditional institutions, the informal workers' organizations and associations, the mutual-assistance associations and the cooperatives to establish social services and aid to education, as well as on the promotion of the collective contract method.

2. Invites employers' organizations to play a key role in removing many of the constraints which impede the transition of micro-enterprises in the informal sector towards the formal sector and in assisting them in improving their technology, their management, their skills and the conditions in which they operate.

3. Invites trade union organizations to look actively for ways and means of enabling workers in the informal sector to organize and to participate fully in trade union activities.

4. Invites the Governing Body of the International Labour Office to instruct the Director-General to:

(a) encourage member States to adopt a creative, dynamic and comprehensive policy aimed at developing adequate social protection for persons employed in the informal sector;

(b) promote, through specific measures, women's equal access to programmes, resources and support services;

(c) facilitate cooperation among the constituents of the ILO through the exchange of information and experience on the policies and programmes that have been adopted for the informal sector.

5. Invites the Governing Body of the International Labour Office to instruct the Director-General to attach special attention to the implementation of the ILO programme so as to:

(a) improve, by appropriate means, living and working conditions, particularly with regard to health, recurrent training, basic services, productivity, health and safety at the workplace;

(b) extend the contractual methodology to reinforce the existing associations of informal workers and to make them autonomous, representative and active;

(c) favour, jointly with the employers' and workers' organizations, convergent actions with these groups so that they can gradually integrate, while preserving their specific nature, into the social movements of the country or into the organizations of economic operators.

Resolution concerning the contribution of the ILO to United Nations activities for the defence and promotion of human rights, submitted by Ms. Aerenlund, Workers' delegate, Denmark; Mr. Bonmati, Workers' delegate, Spain; Mr. Brett, Workers' delegate, United Kingdom; Mr. Briesch, Workers' delegate, France; Ms. Buverud Pedersen, Workers' delegate, Norway; Mr. Edström, Workers' delegate, Sweden; Ms. Engelen Kefer, Workers' delegate, Germany; Ms. George, Workers' delegate, Australia; Mr. Gray, Workers' delegate, United States; Mr. Itoh, Workers' delegate, Japan; Mr. Mugalla, Workers' delegate, Kenya; Mr. Rampak, Workers' delegate, Malaysia; Mr. Tapiola, Workers' delegate, Finland; Mr. Vanni, Workers' delegate, Italy; and Mr. Verzetnitsch, Workers' delegate, Austria

The General Conference of the International Labour Organization,

Reaffirming the fundamental human rights mandate of the ILO, as set out in the Director-General's Report on *Human rights – A common responsibility* to the 75th Session of the Conference in 1988,

Underlining that trade union rights are an essential component of the overall body of human rights,

Noting with satisfaction the holding in Vienna of the United Nations World Conference on Human Rights and the opportunity it provides for the substantial reinforcement of United Nations activities for the defence and promotion of human rights,

Welcoming the major contribution of the ILO to preparations for the Conference, and in particular the emphasis placed by it on the need for cooperation throughout the United Nations system in respect of human rights,

Noting that an important and growing component of the United Nations work in this field is the provision of advisory services to countries emerging from periods of severe civil conflict or of undemocratic rule, characterized by acute social injustice, with the aim of improving their capacity to ensure full respect for human rights,

Considering that there is need for the ILO to participate fully in the provision of such advisory services, and to intensify further its cooperation with the United Nations Centre for Human Rights in areas falling within its mandate;

1. Calls upon governments to respond actively to the outcome of the United Nations Conference on Human Rights with a view to strengthening their own activities, and those of the United Nations, in the defence and promotion of human rights.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General:

(a) to continue to strengthen cooperation between the ILO and other United Nations bodies on all relevant human rights issues;

(b) to undertake, in this regard, consultations with the United Nations Centre for Human Rights in respect of ILO participation in the provision of advisory services,

(c) to present to it at an early opportunity detailed proposals concerning action to be taken by the ILO, including by its standard-setting and supervisory bodies, as a follow up to the United Nations Conference on Human Rights.

Resolution concerning the role of the ILO in the elimination of child labour, submitted by Ms. Aerenlund, Workers' delegate, Denmark; Mr. Bonmati, Workers' delegate, Spain; Mr. Brett, Workers' delegate, United Kingdom; Mr. Briesch, Workers' delegate, France; Mr. Bustos, Workers' delegate, Chile; Ms. Buverud Pedersen, Workers' delegate, Norway; Mr. Edström, Workers' delegate, Sweden; Ms. Engelen Kefer, Workers' delegate, Germany; Ms. George, Workers' delegate, Australia; Mr. Gopal, Workers' delegate, India; Mr. Gray, Workers' delegate, United States; Mr. Itoh, Workers' delegate, Japan; Mr. Mugalla, Workers' delegate, Kenya; Mr. Sánchez Madariaga, Workers' delegate, Mexico; Mr. Tapiola, Workers' delegate, Finland; Mr. Trotman, Workers' delegate, Barbados, Mr. Vanni, Workers' delegate, Italy; and Mr. Verzetnitsch, Workers' delegate, Austria

The General Conference of the International Labour Organization,

Recalling the resolution concerning the International Year of the Child and the progressive elimination of child labour and transitional measures adopted at its 65th Session in 1979,

Recalling also the debate on the Director-General's Report on child labour which took place at its 69th Session in 1983,

Welcoming the increased attention paid by the ILO to the elimination of child labour through the 1992-93 interdepartmental project,

Expressing appreciation of the allocation of substantial extra-budgetary resources to the International Programme on the Elimination of Child Labour (IPEC),

Considering that full coordination between the interdepartmental project and the IPEC is needed to ensure their maximum complimentarity, and that the ILO policy statement entitled "Towards the abolition of child labour" provides the appropriate basis for such coordination,

Reaffirming that the elimination of child labour remains a major objective for the ILO, and that all activities aimed at the regulation and humanization of child labour must contribute to the attainment of that objective, in line with the provisions of the Minimum Age Convention, 1973 (No. 138),

Regretting therefore the necessity of the Governing Body decision in November 1992 to cease preparations for a World Congress on the Elimination of Child Labour;

1. Invites governments and, where appropriate, employers' and workers' organizations:

(a) to renew their commitment to the elimination of child labour, where necessary through the adoptpion and full implementation of national strategies for the ratification and application of Convention No. 138;

(b) to give priority attention to bringing to an immediate end all forms of child bondage and slavery, child labour in onerous and hazardous conditions and work by younger children;

(c) to take effective steps to prevent and eliminate commercial gain from the exploitation of child labour and to develop and apply efectively sanctions against those responsible;

(d) to cooperate in the formulation and implementation of the educational and development policies essential for the long-term elimination of all forms of child labour;

2. Invites the Governing Body of the International Labour Office to instruct the Director-General:

(a) to make provision to ensure adequate follow up to the interdepartmental project on the elimination of child labour after its termination at the end of 1993;

(b) to coordinate such follow-up activities with those of the IPEC and to keep it informed regularly of developments in this regard;

(c) to ensure that these efforts are given priority in the work of ILO multidisciplinary teams;

(d) to ensure full cooperation between the ILO and other United Nations bodies working in the field of child labour;

(e) to present to it at an early opportunity detailed proposals for the convening of a World Conference on the Elimination of Child Labour.

Resolution concerning globalisation, regional integration and international labour standards, submitted by Ms. Aerenlund, Workers' delegate, Denmark; Mr. Bonmati, Workers' delegate, Spain; Mr. Brett, Workers' delegate, United Kingdom; Mr. Briesch, Workers' delegate, France; Mr. Bustos, Workers' delegate, Chile; Ms. Buverud Pedersen, Workers' delegate, Norway; Mr. Edström, Workers' delegate, Sweden; Ms. Engelen Kefer, Workers' delegate, Germany; Ms. George, Workers' delegate, Australia; Mr. Gopal, Workers' delegate, India; Mr. Gray, Workers' delegate, United States; Mr. Itoh, Workers' delegate, Japan; Mr. Mugalla, Workers' delegate, Kenya; Mr. Rampak, Workers' delegate, Malaysia; Mr. Tapiola, Workers' delegate, Finland; Mr. Trotman, Workers' delegate, Barbados; Mr. Vanni, Workers' delegate, Italy; and Mr. Verzetnitsch, Workers' delegate, Austria

The General Conference of the International Labour Organization,

Recognizing that the continuous movement towards globalisation of all types of economic activity is a major factor affecting the world of work which presents the ILO with major challenges,

Noting that this trend has brought about far-reaching changes in the structures and decision-making processes of enterprises as they become more internationalised,

Noting also that a considerable number of countries in different parts of the world are engaged in important processes of regional integration within the overall context of globalisation,

Considering that such regional integration, if geared towards socially sustainable development, has the potential to generate positive economic and employment effects, but that it also leads to the displacement of labour and intensifies pressures for structural adjustment,

Considering also that the effective application of international labour standards constitutes an indispensable mechanism for addressing these issues successfully, as well as the basis for ensuring that trade and investment are conducted on a fair and equitable basis, and are beneficial to the economic and social development of all of the countries involved,

Reaffirming the continuing relevance of the principles contained in the ILO Tripartite Declaration on Multinational Enterprises and Social Policy;

1. Calls upon governments and workers' and employers' organisations:

(a) to cooperate at the national level in monitoring the implications of processes of internationalisation, globalisation and regional integration in which they are involved for employment, for the effective application and supervision of international labour standards and for the functioning of tripartism, and in formulating appropriate responses;

(b) to cooperate at regional level in the establishment and operation of tripartite bodies responsible for examining the social and labour issues arising in the process of regional integration, and formulating appropriate policy responses in line with the terms of international labour standards;

(c) to give particular attention, in this respect, to the need for the inclusion of a social charter, guaranteeing minimum workers' rights, in international and regional integration agreements.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General:

(a) to make provision for the close monitoring of the implications of processes of globalisation and regional integration for the effective application and supervision of international labour standards and for tripartism and to publish the results of that work on a regular basis;

(b) to undertake a study on the consequences of changing economic and enterprise structures on employment and industrial relations;

(c) to support fully the formulation and implementation of regional social charters, ensuring that their contents are in conformity with international labour standards;

(d) to convene, at the earliest opportunity, a tripartite meeting on the relationship between international investment policy and labour standards; and

(e) to make proposals to it for the placing of an item on globalisation on the agenda of a forthcoming session of the International Labour Conference.

Resolution concerning the struggle against poverty, exclusion and marginalisation, submitted by Ms. Aerenlund, Workers' delegate, Denmark; Mr. Bonmati, Workers' delegate, Spain; Mr. Brett, Workers' delegate, United Kingdom; Mr. Briesch, Workers' delegate, France; Mr. Bustos, Workers' delegate, Chile; Ms. Buverud Petersen, Workers' delegate, Norway; Mr. Edström, Workers' delegate, Sweden; Ms. Engelen Kefer, Workers' delegate, Germany; Ms. George, Workers' delegate, Australia; Mr. Gopal, Workers' delegate, India; Mr. Gray, Workers' delegate, United States; M. Itoh, Workers' delegate, Japan; Mr. Mugalla, Workers' delegate, Kenya; Mr. Sánchez Madariaga, Workers' delegate, Mexico; Mr. Tapiola, Workers' delegate, Finland; Mr. Vanni, Workers' delegate, Italy; and Mr. Verzetnitsch, Workers' delegate, Austria

The General Conference of the International Organization,

Alarmed at the extent of mass poverty and its increase in all parts of the world,

Recalling the statement in the Declaration of Philadelphia that "poverty anywhere constitutes a danger to prosperity everywhere" and that "war against want requires to be carried on with unrelenting vigour within each nation, and by concerted international efforts",

Expressing deep concern that both rural and urban sectors of society are becoming marginalised from the benefits of economic and social development because of their exclusion from regular employment, adequate social security coverage, and other forms of social protection,

Recognizing that although these problems also exist in industrialized countries, they are particularly acute in developing countries and in countries going through processes of transition and of structural adjustment,

Underlining the urgent need for international agencies to provide financial assistance to those countries which gives due priority to combating poverty, exclusion and marginalisation,

Welcoming the Governing Body's endorsement of the Director-General's proposal that the struggle against poverty should be a priority objective of the ILO's programme of activities for 1994-95,

Welcoming also the choice by the United Nations General Assembly of the alleviation and reduction of poverty as a core issue for the 1995 World Summit for Social Development,

Convinced that the struggle against poverty is intimately linked to the need to achieve full, freely chosen, productive employment in conformity with international labour standards, and that the universal and equal application of such standards is decisive for measures to counter exclusion and marginalisation;

1. Invites governments, and where appropriate employers' and workers' organisations:

(a) to make the struggle against poverty a principal goal of their economic and social policy, and to cooperate in the ILO, at the World Summit for Social Development, and all other appropriate forums in advancing this struggle,

(b) to reject any policy which accentuates poverty, exclusion and marginalisation as incompatible with the principle of equality of opportunity and treatment, and the promotion of social justice;

(c) to review their economic and social policies in the light of their contribution to the promotion of full, freely chosen and productive employment, in conformity with international labour standards and through that to the struggle against poverty, marginalisation, and exclusion.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General:

(a) to ensure that the struggle against poverty, marginalisation and exclusion is given due attention in the preparation of the Second High Level Meeting on Employment and Structural Adjustment;

(b) to continue and intensify the ILO's efforts to have other international agencies, notably the International Monetary Fund and the World Bank, give due priority in their programme design and implementation to the concerns of poverty, marginalisation and exclusion;

(c) to monitor closely the contribution of ILO activities to the attainment of the priority 1994-95 programme objective of the struggle against poverty and to present a final evaluation at the end of the biennium, incorporating proposals for future ILO work and standards in the light of the outcome of the World Summit for Social Development.

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No. 1 – Friday, 21 May 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

1 (Rev.)

(Supplement)

Resolutions

The following resolution is to be added to the resolutions submitted in accordance with article 17 of the Standing Orders of the Conference

Resolution concerning the situation in Rwanda submitted by Mr. Munyakazi, Workers' delegate, Rwanda

The General Conference of the International Labour Organization,

1. Draws the attention of the international community to the acute problems caused by the Rwandese conflict, namely the huge loss of human life, the massive displacement of populations and the destruction of the social and economic infrastructure.

2. Urges all the parties involved in the Rwandese conflict to display tolerance and goodwill in seeking means to promote the definitive restoration of peace, respect for human rights, national reconciliation and the establishment of genuine democracy.

3. Welcomes the statement by the Rwandese Government concerning the final report of the International Commission of Inquiry on the Violations of Human Rights in Rwanda since 1 October 1990.

4. Invites the international community to support reconstruction efforts in postwar Rwanda.

5. Recommends that the Director-General of the International Labour Office seek ways and means to assist Rwanda in creating employment for displaced persons and the war disabled, as well as in reintegrating Rwandese refugees.

No. 1 – Monday, 31 May 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Standing Orders questions

Note concerning Standing Orders questions placed by the Governing Body of the International Labour Office before the Conference at its 80th Session

Amendments to the Standing Orders of the International Labour Conference

1. The Governing Body has referred to the Conference a number of proposed amendments to the Conference Standing Orders in relation to several separate issues. At its 254th Session (November 1992), the Governing Body had taken decisions on the substance of two principal reforms in relation to the functioning of the International Labour Conference, on the recommendation of its Working Party on Improvements in the Functioning of the International Labour Conference, and at its 255th Session (February-March 1993), it approved the drafting of the amendments required to implement them through the Standing Orders, on the recommendation of its Committee on Standing Orders and the Application of Conventions and Recommendations. The first of these reforms relates to the reports of the Director-General and the Governing Body to the Conference and the second to the work of the Resolutions Committee.

A. *Reports of the Director-General and the Governing Body*

2. The following is an extract from the Report of the Committee on Standing Orders and the Application of Conventions and Recommendations:

. . . .

> 4. The first change in this respect was that the report on "programme implementation during the preceding financial period, together with proposals for advance planning", which under article 11bis, paragraph 2, of the Standing Orders are to be examined by the Conference at non-budget sessions, would be consolidated with the report of the Governing Body on its work and the Report of the Director-General on the activities of the Organization required under article 12. This consolidated report would be produced in alternate years for discussion at non-budget sessions and would cover the activities of the Organization in the preceding biennium. In the other year of each biennium (the budget sessions) the Report of the Director-General would deal with a social policy theme. The subject for discussion in plenary under article 12 of the Standing Orders would thus alternate between the activities of the Organization in non-budget years and a social policy theme in budget years.
>
> 5. Although the report of the Governing Body on its work would be incorporated into the biennial report on the activities of the Organization, it had been agreed by the Governing Body that its Chairman should continue to make an oral report on the work of the Governing Body, in which he would highlight the major events of the year.[1]
>
> 6. During the discussion in the Committee, the Employer members could agree with the proposed amendments to article 11bis but drew attention to an oversight in the proposed redrafting of article 12, paragraph 2, as a result of which no provision had been made for the annual report which the Conference had requested the Director-General to submit on the situation of workers of the occupied Arab territories. They considered that article 12 should be slightly redrafted in order to cover this question explicitly so as to avoid any misunderstanding, and, accordingly, suggested the following text:
>
>> 2. At each session of the Conference in the first year of a biennial financial period, the Director-General shall report on programme implementation and the activities of the Organization during the preceding financial period, together with proposals for advance planning as well as information on the steps taken by the Governing Body and the Director-General to give effect to the decisions of the Conference at its previous sessions and the results achieved. At each session preceding the beginning of a financial period, the said report shall be devoted to a social policy theme of current interest chosen by the Director-General *without prejudice to other questions on which the Conference may have requested the Director-General to report to it on an annual basis.*
>
> 7. The representative of the Government of Morocco made the same point and considered that the modified text of article 12 should leave no doubt that there was no intention of undermining Conference decisions requiring an annual report on the situation of workers of the occupied Arab territories. He therefore proposed that a new subparagraph be added to article 12, paragraph 2, which would read as follows:
>
>> The provisions of the preceding paragraph shall not, however, affect the frequency of discussions on annual reports which the Director-General is required to submit under relevant resolutions of the conference.
>
> 8. The representative of the Government of Tunisia supported the proposal, which he believed was along the same lines as that of the Employer members but, since it would be incorporated in a separate subparagraph, took account of the fact that the qualification covered both years in each biennium, and not simply the second, which might be a consequence of the other proposal.
>
> 9. The Worker members and the representative of the Government of France could accept either of the two proposals, both of which seemed identical in substance, and both of which would remove the element of doubt present in the Working Party's proposal.
>
> 10. The representative of the Director-General (the Legal Adviser) confirmed that, on the substance, the two amendments were virtually identical and achieved the desired purpose. The proposal of the Employer members, however, seemed clearer (as it focused on the context of the Director-General's Report in budget years), briefer, more general in scope (as it was not limited to resolutions) and thus more appropriate in the context of the Standing Orders of the Conference. It was, moreover, sufficient for it to refer only to the second year in each biennium – since during such years there would only be the proposed report on a social policy theme.

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[1] Although it was not expressly stated, the Office had assumed that the oral report should be made each year, since the Chairman of the Governing Body changes each year.

11. The representative of the Government of Canada agreed with the earlier points made by the Employer members and supported their proposed solution to the problem which seemed sensible and elegant; it also fulfilled the need for clarity and legal rigour since it kept the focus on the action to be taken, namely communication to the Conference of certain information by the Director-General. She agreed that there was no need for a separate subparagraph since the problem would only arise in the second year of each biennium. Accordingly, she believed that the proposal of the Employer members provided a fitting solution.

12. The representative of the Government of Denmark believed that, in view of the fact that the two proposals were identical as to substance, the question as to which should be a dopted was solely a technical drafting matter. He suggested that the Committee should adopt the version preferred by the Legal Adviser.

13. The representative of the Government of Morocco agreed to support the proposal of the Employer members which the Committee then accepted.

14. In relation to the proposed amendment to article 25, the Employer members noted that another, perhaps more appropriate, possibility would be to insert the paragraph instead in article 12 (entitled Reports of the Chairman of the Governing Body and of the Director-General). The representative of the Government of Tunisia observed, however, that if this were to be done the wording of the paragraph would have to be adapted to the new context.

……

3. On the recommendation of the Committee, the Governing Body therefore submits to the Conference, for adoption, the following proposed amendments to articles 11bis, 12 and 25 of the Conference Standing Orders:[1]

Article 11bis

Procedure for the consideration of the programme and budget

1. Unchanged.

[2. At its session in the first year of a financial period, the Conference shall examine information on programme implementation during the preceding financial period, together with proposals for advance planning.]

[3.] *2.* For [the purposes indicated in paragraphs 1 and 2 above] *this purpose*, the Conference may as appropriate appoint a tripartite committee to report to it.

Article 12

Reports of the *Chairman of the* Governing Body
and the Director-General

1. During the session at the times fixed by the Selection Committee the Conference shall discuss the report of the *Chairman of the* Governing Body on its work and the Report of the Director-General of the International Labour Office on the [activities of the Organization as well as on the steps taken by the Governing Body and the Director-General to give effect to the decisions of the Conference at its previous sessions and the results achieved.] *subjects specified in paragraph 2 below.*

2. *At each session of the Conference in the first year of a biennial financial period, the Director-General shall report on programme implementation and the activities of the Organization during the preceding financial period, together with proposals for advance planning as well as information on the steps taken by the Governing Body and the Director-General to give effect to the decisions of the Conference at its previous sessions and the results achieved. At each session preceding the beginning of a financial period, the said report shall be devoted to a social policy theme of current interest chosen by the Director-General, without prejudice to other questions on which the Conference may have requested the Director-General to report to it on an annual basis.*

[2.] *3.* Text of present paragraph 2 unchanged.

Article 25

1. Unchanged.

[2. In his opening address, the Chairman of the Governing Body shall present the report of the Governing Body on its work.]

[3.] *2.* Unchanged.

[4.] *3.* Unchanged.

[5.] *4.* Unchanged.

5. At the opening of the discussion on the Report of the Director-General, the Chairman of the Governing Body shall report to the Conference on the work of the Governing Body during the preceding year.

B. *Resolutions Committee*

4. The following is an extract from the Report of the Committee on Standing Orders and the Application of Conventions and Recommendations:

16. The Governing Body had recommended that the tabling of resolutions under article 17, paragraph 1, of the Standing Orders, and the establishment of a Resolutions Committee to examine them, should be permitted only in alternate years, namely at non-budget sessions. However, the possibility of presenting resolutions relating to urgent matters or to matters of a formal nature pursuant to article 17, paragraph 2, should be retained. It had been agreed by the Governing Body that the responsibility for deciding whether to permit such resolutions should remain with the Officers of the Conference, but that there should be a measure of flexibility as to the manner in which resolutions so permitted should be examined.

17. The text prepared by the Office proposed that, whenever the Officers permitted a resolution to be moved, they would then make recommendations to the Conference concerning the action to be taken for the consideration of the proposed resolution before its submission to the Conference. Such action could be referral of the text to the Selection Committee, to a specially created Resolutions Committee or to the Officers themselves, depending on the nature of the resolution and on the time at which it was received. The wording would apply also to resolutions permitted by the Officers under article 17, paragraph 2, in years in which a Resolutions Committee was appointed, because a degree of flexibility would appear to be desirable here also. Thus, while it might be expected that such resolutions would normally, as in the present rule, be referred to the Resolutions Committee, it would enable the Conference to decide on a different procedure in the case of an urgent or formal resolution which was permitted too late it to be examined by the Resolutions Committee.

18. The new plan of work for sessions of the Conference,[1] approved by the Governing Body at its 254th Session (November 1992), provides for the Conference to start on a Tuesday, for the Resolutions Committee to complete its work on the Saturday of the following week and for the Conference to end on the following Friday. This called for an amendment to article 17, paragraph 6, of the Standing Orders.

19. On the basis of a proposal by the Employer members, supported by the Worker members, the Committee accepted the Office's proposed modification of article 17, subject to using the expression "the last Saturday of the session", rather than "the second Saturday of the session". The representative of the Director-General explaianed that there was no real risk that the reference to "the last Saturday" might create difficulties if the Conference were prolonged by one day, and confirmed that such a change would also fit in with the new plan of work of the Conference which was due to come into effect at its 81st Session (June 1994).

5. On the recommendation of the Committee, the Governing Body therefore submits to the Conference, for adoption, the following proposed amendments to article 17, paragraphs 1, 2, 3 and 6 of the Conference Standing Orders:

Article 17

Resolutions relating to matters not included in an item placed on the agenda

1. (1) *Subject to paragraph 2 below*, no resolution relating to a matter not included in an item placed on the agenda by the

---

[1] Passages that it is proposed to delete are between square brackets whilst those to be inserted are in italics.

[1] Document GB.254/16/19, Appendix.

Conference or the Governing Body shall be moved at [any sitting] *the session of the Conference preceding the beginning of a biennial financial period. Such resolutions may be moved at other sessions of the Conference* [unless] *provided that* a copy of the resolution has been deposited with the Director-General of the International Labour Office at least 15 days before the opening of the session of the Conference, by a delegate to the Conference.

(2) Unchanged.

(3) Unchanged.

2. The President may, with the approval of the three Vice-Presidents, permit a resolution relating to a matter not included in an item placed on the agenda by the Conference or the Governing Body to be moved, although it [has not been deposited as required by] *would not be otherwise receivable under* paragraph 1 (1), if it related either to urgent matters or to matters of an entirely formal nature. *If permission is given, the Officers shall also make a recommendation to the Conference as to the manner in which the said resolution is to be considered before submission to the Conference.*

3. *Subject to paragraph 2 above,* all resolutions relating to matters not included in an item placed on the agenda by the Conference or the Governing Body shall be referred by the Conference for report to a Resolutions Committee unless the Conference, on the recommendation of the Selection Committee, decides that a particular resolution relates to a matter for which another committee is competent and refers it to that other committee.

. . . .

6. The Resolutions Committee shall begin its work as soon as possible after the opening of the session of the Conference, in order to enable it to complete its agenda, and shall terminate its work not later than at 6 p.m. on the [third working day preceding the date fixed for the closing] *last Saturday* of the session. [Rest of paragraph unchanged.]

. . . .

C. *Other questions: Maritime sessions of the Conference*

6. In addition, another question, which had not been considered by the Working Party, was dealt with by the Governing Body. The following is an extract from the Report of the Committee on Standing Orders and the Application of Conventions and Recommendations:

. . . .

21. The Office paper also considered the impact of these amendments on maritime sessions of the Conference which, like the annual sessions, are governed by the Conference Standing Orders. In particular, the provisions of the new article 12, paragraph 2, would not be readily applicable to such sessions, whereas the present wording of article 12, paragraph 1, allowed the Director-General's Report to maritime sessions to focus on the activities of the Organization in the maritime sector as well as general developments in that sector. Similarly, the proposed new wording of article 17, paragraph 1, if applied literally, would make the admissibility of resolutions at maritime sessions dependent on whether they are held in a budget or non-budget year. Further, the day fixed for the end of the Resolutions Committee's work might need adjusting to the timetable of a maritime session. There were also other provisions of the Standing Orders which were not applicable to maritime sessions.

22. In order to take account of the specific nature of maritime sessions, and without prejudice to the decisions that the Conference might wish to take with respect to the future of such sessions, the Committee welcomed the clarifications proposed and approved the terms of a note on the application of the Standing Orders to maritime sessions that could, if the Governing Body and the Conference agreed, be inserted at the end of the Standing Orders as follows:

NOTE FOR MARITIME SESSIONS OF THE INTERNATIONAL LABOUR CONFERENCE

The above Standing Orders apply to all sessions of the International Labour Conference. However, their application to maritime sessions of the Conference is subject to the adjustments set out below:

Articles 7, 7bis and 1bis of the Standing Orders are not applicable.

Article 12, paragraph 2: The Report of the Director-General deals with the activities of the Organization in the maritime sector and recent developments affecting that sector.

Article 17, paragraph 1 (1): The first sentence of this paragraph does not apply to maritime sessions.

Article 17, paragraph 6: The time for completion of the work of the Resolutions Committee may have to be fixed by the Conference on the recommendation of the Selection Committee, having regard to the date fixed for the closing of the session.

Article 25, paragraph 5: The Chairman of the Governing Body reports to the Conference on work in the maritime sector since the last maritime session of the Conference.

Articles 27-28: (Admission of new Members) are not applicable.

Article 31 is not applicable.

Articles 48-54 (Governing Body elections) are not applicable.

7. On the recommendation of the Committee, the Governing Body therefore proposes to the Conference that it insert the above Note at the end of its Standing Orders.

No. 2 – Tuesday 20 April 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Report submitted by the Governing Body to the Conference for the year 1992-93

1. The present report on the work of the Governing Body is submitted to the Conference in accordance with article 14(1) of the Standing Orders of the Governing Body. It covers the period since the last (June 1992) session of the Conference, i.e. the post-Conference sittings of the Governing Body's 253rd Session in June 1992 and its 254th and 255th Sessions (November 1992 and March 1993), but not its 256th Session (May 1993). An account of that session will be given to the Conference by the Chairman of the Governing Body when he introduces the present report. The information provided below is a summarized account of the work of the Governing Body, stressing the more important decisions. More detailed information can be found in the minutes and documents relating to the different sessions.

A. MATTERS RELATING TO THE GOVERNING BODY

2. At its resumed 253rd Session the Governing Body elected its Officers for 1992-93 as follows: Chairman: Mr. M. Vargas Campos (Mexico); Employer Vice-Chairman: Mr. J.-J. Oechslin (France); Worker Vice-Chairperson: Mrs. S. Carr (Canada).

3. During the period under review, the Governing Body took note of a number of changes in its composition and that of its committees and various bodies.

B. MATTERS RELATING TO THE INTERNATIONAL LABOUR CONFERENCE

1. *Date, place and agenda of the 81st (1994) Session of the Conference*

4. At its 254th Session the Governing Body had before it proposals concerning the date, place and agenda of the 81st (1994) Session of the Conference. The Governing Body decided that it should open on the first Tuesday in June, namely, on 7 June 1994, and that the session should be held in Geneva.

5. The Governing Body decided to place two new technical items on the 1994 Conference agenda, one being for general discussion. It noted that, as a result of this decision and having regard to the standing items which the Conference would have before it and the item likely to be carried forward for second discussion from the present session, the agenda of the 81st (1994) Session would be as follows:

Standing items

- Reports of the Governing Body and the Director-General.
- Programme and budget proposals and other financial questions.
- Information and reports on the application of Conventions and Recommendations.

Items placed on the agenda by the Conference or the Governing Body

- Part-time work (second discussion).
- Safety and health in mines (first discussion).
- The role of private employment agencies in the functioning of labour markets (general discussion).

6. The Governing Body also noted that, subject to any decision which may be taken by the International Labour Conference at its present session, the Conference would, in addition, have before it a special report on the application of the updated Declaration concerning Action against Apartheid in South Africa and the Programme of Action Against Apartheid.

2. *Action on the resolutions adopted by the Conference at its 79th (1992) Session*

7. At its 79th (1992) Session the Conference adopted resolutions calling for action by the Governing Body on the following subjects: adjustment and human resources development; the role of enterprises in employment growth and the creation of full, productive and freely chosen employment; employment promotion as an essential component of overall development; and the role of the ILO in the protection and promotion of the rights of migrant workers and their families. At its 254th Session the Governing Body took note of the information provided by the Office concerning ongoing and planned action in these fields, and requested the Director-General to take appropriate measures to give effect to the requests made in the resolutions.

C. INTERNATIONAL LABOUR STANDARDS

1. *Application of Conventions and Recommendations*

Report forms for the application of ratified Conventions (Article 22 of the Constitution)

8. At its 254th Session the Governing Body approved the report form for the Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173).

2. *Freedom of association*

Special procedures

9. At its 254th and 255th Sessions, the Governing Body examined three reports submitted by its Committee on Freedom of Association, adopting definitive and interim conclusions in 77 cases.

10. In the introductions to the reports, the Committee on Freedom of Association drew particular attention to a number of cases in which the governments concerned had sent no replies, despite the time that had elapsed since the complaints had been submitted and the seriousness of the allegations made by the complainants. In some of the cases, concerning El Salvador, the Committee finally had to examine the complaints, in accordance with its rules of procedure, without any substantial reply from the Government. Here the Committee stressed the importance of a prompt, detailed and full reply from the governments concerned by cases, as this was in their interest, for in any event once a certain amount of time had passed the Committee examined cases even in the absence of a government reply.

11. In addition to the cases it examined, the Committee on Freedom of Association at the Governing Body's 254th and 255th Sessions studied 34 cases in which the governments concerned had kept it informed of the effect they had given to its recommendations. This procedure is of particular interest, as it enables the Committee on Freedom of Association to assess its activities and to note that, in many cases, the matters it has dealt with have shown positive developments. Thus, the Committee noted with interest the abolition of provisions of legislation and regulations infringing freedom of association in Canada (British Columbia) and Panama. It also noted with interest the solution achieved in Romania regarding anti-trade union transfers, the adoption of legislation on the financial independence of trade unions in Greece, the restitution by legislation of the goods and assets of the DISK Confederation in Turkey and the release of trade unionists in that country, and the reinstatement in their jobs of workers dismissed for performing trade union activities in Panama.

Complaint submitted under article 26 of the Constitution

12. At its 254th Session the Governing Body examined a complaint concerning the observance by Côte d'Ivoire of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), presented by Workers' delegates to the 79th Session of the International Labour Conference, and a further complaint, presented by the World Confederation of Labour, alleging violations of freedom of association by that country (Case No. 1594), approving the interim conclusions of its Committee on Freedom of Association on these questions.

3. *Special constitutional procedures*

Representations submitted under article 24 of the ILO Constitution

13. The Committee established to examine the representation submitted by the International Confederation of Free Trade Unions (ICFTU) alleging non-observance by the Socialist Federal Republic of Yugoslavia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), presented its report to a post-Conference sitting of the 253rd Session of the Governing Body. The Governing Body noted that, pending a decision by the United Nations, it was not possible to identify the Government concerned for the application of article 7 of the Standing Orders governing the procedure for the examination of representations submitted under articles 24 and 25 of the Constitution of the ILO. It was not therefore in a position to set a date for the examination of the report.

14. Following the representation made by the International Organization of Employers (IOE) and the Venezuelan Federation of Chambers and Associations of Commerce and Production (FEDECAMARAS), alleging non-observance by Venezuela of international labour Conventions Nos. 4, 81, 87, 88, 95, 98, 100, 111, 143, 144 and 158, the Governing Body had set up a tripartite committee composed of three of its members to examine the aspects relating to the application of Conventions Nos. 4, 81, 88, 95, 100, 111, 143, 144 and 158. It referred to the Committee on Freedom of Association the aspects of the representation concerning the observance of Conventions Nos. 87 and 98. The report of the tripartite committee was due to be submitted to the Governing Body's 256th Session. During the same session, the Committee on Freedom of Association would examine the substance of the matters relating to the application of Conventions Nos. 87 and 98.

15. At its 255th Session the Governing Body declared receivable a representation made by the International Confederation of Free Trade Unions (ICFTU) alleging non-observance by Myanmar of the Forced Labour Convention, 1930 (No. 29). The Governing Body set up a committee to examine the representation.

16. At its 255th Session the Governing Body declared receivable a representation made by the Swedish Trade Union Confederation (LO), the Swedish Confederation of Professional Employees (TCO) and the International Confederation of Free Trade Unions (ICFTU), alleging non-observance by Sweden of the Employment Injury Benefits Convention, 1964 (No. 121). The Governing Body set up a committee to examine the representation.

Complaints submitted under article 26 of the ILO Constitution

17. Consultations are being pursued concerning the complaint submitted by the Employers' delegate of Sweden to the 78th (1991) Session of the International Labour Conference concerning the observance by Sweden of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), and the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147).

D. DISCRIMINATION

18. At its 254th Session the Governing Body discussed technical cooperation activities and the effect

given to the conclusions of the Conference Committee on Action against Apartheid adopted at the 79th Session (1992) of the Conference. It reviewed ILO activities concerning discrimination in employment and occupation, including the ratification and application of the relevant ILO Conventions, and activities to assist migrant workers and workers of the occupied Arab territories. It examined ILO activities to promote equal opportunity and treatment for men and women in employment, focusing in particular on the effects of economic restructuring and the activities of the interdepartmental project on women.

19. Following the submission by Arab members of the Governing Body in November 1992 of a draft resolution, the Governing Body decided at its 255th Session to invite the Director-General to submit proposals to the Selection Committee of the Conference for the holding of a special sitting at the present session of the Conference for the consideration of his report on the situation of workers of the occupied Arab territories, based on the arrangements worked out at the 77th (1990) and adjusted at the 78th (1991) and 79th Sessions (1992) of the Conference, subject to any further changes or additions that might be made thereto in the light of the Governing Body's discussion.

E. STANDING ORDERS QUESTIONS

20. At its 255th Session the Governing Body decided to propose to the Conference, at its present session, two sets of draft amendments to the Conference Standing Orders following from decisions taken by the Governing Body at its 254th Session on the basis of recommendations made by its Working Party on Improvements in the Functioning of the International Labour Conference. The amendments relate to articles 11bis, 12 and 17, paragraphs 1, 2, 3 and 6, and article 25 of the Conference Standing Orders and concern the reports of the Director-General and the Governing Body to the Conference and the work of the Resolutions Committee. In one case, a corresponding amendment was also made to article 14, paragraph 1, of the Standing Orders of the Governing Body. The Governing Body also recommended that the Conference insert an explanatory note into its Standing Orders to make it clear which provisions did not apply to maritime sessions of the Conference on account of their specific nature.

21. At the same session, the Governing Body adopted a set of Rules to govern the conduct of ad hoc meetings convened under the Sectoral Activities Programme.

F. WORKING PARTY ON IMPROVEMENTS IN THE FUNCTIONING OF THE INTERNATIONAL LABOUR CONFERENCE

22. At its 254th Session the Governing Body considered the final report of the Working Party that it established at its 250th Session (May-June 1991) to consider the functioning of the International Labour Conference. It reached decisions on the shortening of the duration of the Conference and the reduction of its workload.

23. The Governing Body approved in principle the plan of work set out in the Appendix to this report with a view to bringing it into effect at the 1994 Session of the Conference. This plan would result in reducing the length of the Conference by the whole time allotted hitherto in the fourth week.

24. With respect to the lightening of the Conference workload, subject to the confirmation by the Conference, as appropriate, the Governing Body approved the following innovations relating to the distribution of the workload over the two (budget and non-budget) years of the biennium:

(a) *In non-budget years*:

- (i) *Report discussed in plenary*: The general discussion of the Conference in plenary would be focused on the consolidated Report of the Director-General on ILO activities and programme implementation and on an oral report by the Chairman of the Governing Body on the latter's work. There would be no report on a social policy theme.
- (ii) *Resolutions Committee*: This Committee would be appointed and would meet in accordance with the usual procedure. There was a general consensus that the methods of work of the Resolutions Committee should be streamlined, but the Working Party did not reach any conclusion as to specific measures for that purpose.
- (iii) *Other committees*: The technical committees, the Standing Orders Committee and the Committee on the Application of Standards would meet as usual.

(b) *In budget years*:

- (i) *Report discussed in plenary*: The general discussion in plenary would be based on a Report by the Director-General on a social policy theme. There would be no report on ILO activities, without prejudice to other questions on which the Conference may have requested the Director-General to report to it on an annual basis.
- (ii) *Resolutions Committee*: This Committee would not be established and the tabling, under article 17.1 of the Conference Standing Orders, of resolutions relating to matters not included in an item placed on the agenda, would therefore not be possible, except in the case of resolutions pertaining to urgent matters or to matters of an entirely formal nature in accordance with article 17.2 of the Conference Standing Orders. It was noted that recourse to this article would require a rigorous interpretation of what constitutes urgent or emergency matters and that it would be incumbent on the Officers of the Conference to make recommendations as to how such urgent resolutions might subsequently be examined.
- (iii) *Other committees*: Without prejudice to the authority of the Governing Body to determine the nature and number of the technical items on the agenda of the Conference, one of the technical items on the Conference's agenda would be devoted to the revision and updating of an existing standard and, noting the practice which has existed for the past several years of placing

on the agenda two standard-setting items and a general discussion item, the Working Party recommends that this revision and updating of an existing standard would replace, or be the subject of, the general discussion item.

G. WORKING PARTY ON IMPROVEMENTS IN THE FUNCTIONING OF THE GOVERNING BODY

25. Following the completion of the work of its Working Party on Improvements in the Functioning of the International Labour Conference, at its 254th Session the Governing Body assigned a new mandate to the Working Party to examine improvements to be made in the functioning of the Governing Body. It considered the report of the first meeting of the Working Party at its 255th Session.

26. Initial discussions in the Working Party focused on the following five items:

- the number, role and functions of the Committees and the frequency of their meetings;
- the role of the plenary of the Governing Body;
- the role of the Officers of the Governing Body;
- the procedure for determining the agenda of the Conference;
- the frequency of the sessions of the Governing Body.

27. Views were expressed on the main functions of the Governing Body, namely the decision-making, policy-guidance and monitoring functions, as well as that of providing a forum for exchanging information.

28. While the discussions revealed a strong desire to reduce the number of Committees, a consensus emerged that the Programme, Financial and Administrative Committee and the Committee on Freedom of Association should be maintained, and that the Government group should assume the duties of the Allocations Committee, which was composed solely of Government representatives.

29. There was a consensus that Committee reports could be adopted without discussion by the Governing Body, provided it remained possible, at the express request of a member of the Governing Body, to open a discussion on the matter concerned.

30. While a broad consensus also emerged in favour of bringing forward the date for determining the Conference agenda, the procedure to be followed (single or double discussion at two difference sessions of the Governing Body) would need to be further examined.

31. The Working Party was due to meet again in May 1993 to pursue its consideration of improvements in the functioning of the Governing Body.

H. PROGRAMME, FINANCIAL AND ADMINISTRATIVE MATTERS

1. *Programme and financial matters*

32. The Governing Body's main task during the period under review was the consideration of the Director-General's Programme and Budget proposals for 1994-95. Details of the discussions on this subject which took place at its 255th Session appear in Report II submitted to the present Conference session.[1] The discussions also addressed papers submitted by the Office on ILO offices in the industrialized countries and an interim evaluation of interdepartmental projects. The Director-General's original proposals are reproduced as a supplement to the Report.

33. At its 255th Session the Governing Body considered the report of its Allocations Committee (see Report II, Annex 2), and endorsed three resolutions, submitted to the Conference at its present session, relating to the assessment of contributions of new member States, including the Czech Republic and Slovakia which had formed part of the former Czechoslovakia.

34. At its 254th Session the Governing Body took note of the financial position of the Organization as it was evolving over the 1992-93 biennium. In particular, it considered a potential shortfall of some $44 million in budgetary income for the biennium, which was due to the non-payment of contributions by certain member States which in the past had always paid their contributions in full. It examined proposals by the Director-General to address this situation, and approved a package of expenditure reductions for 1992-93 totalling $20 million. At its 255th Session the Governing Body again considered the financial position of the Organization for the 1992-93 biennium. In view of the fact that the situation remained essentially unchanged, the Governing Body approved further proposals by the Director-General for expenditure reductions totalling $10,008,327.

35. At its 255th Session the Governing Body noted that contributions received for the year 1992, totalling 222,254,216 Swiss francs, together with arrears of contributions of 51,561,542 Swiss francs received in that same year, gave a total budgetary income of $176,655,328 when converted at the current ILO budget rate of exchange. Expenditure in 1992 was $186,467,075, and exceeded budgetary income by $9,811,747. At 31 December 1992, 69 member States had paid their 1992 contributions in full, compared with 73 at the same date in 1991. The total 1992 regular budget contributions received (222,254,216 Swiss francs) represented 70.2 per cent of the contributions assessed on member States for that year, compared with 70.1 per cent of the total 1991 contributions that had been received at 31 December 1991.

36. At its 254th Session the Governing Body endorsed a draft resolution, submitted to the Conference at its present session, setting the level of the Working Capital Fund at 35 million Swiss francs and approving the required amendments to the Financial Regulations.[2] At the same session, the Governing Body took note of an Office paper which gave a detailed description of the operations of the Building and Accommodation Fund in response to the request made by the Conference at its 79th Session (June 1992) on the recommendation of its Finance Committee.

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[1] ILO: *Draft Programme and Budget 1994-95 and Other Financial Questions*, Report II, International Labour Conference, 80th Session, 1993.

[2] op. cit. (yellow pages), p. 1, para. 3.

37. At its 254th Session the Governing Body accepted contributions and gifts to the International Institute for Labour Studies and took note of the report of the United Nations Joint Inspection Unit on its activities during the period 1 July 1991 to 30 June 1992. At the same session, the Governing Body considered the Director-General's proposals for expenditure from the Programme Flexibility Reserve, authorized the organization of a Tripartite Regional Meeting of Experts on Social Security in the Americas, and decided that the cost thereof, estimated at $116,948, should be financed from the Programme Flexibility Reserve.

38. At its 255th Session the Governing Body noted the report of the United Nations Administrative Committee on Coordination, reappointed three members of the Investments Committee of the International Labour Organization for a period of three years expiring on 31 December 1995, took note of an Office paper on cooperation between the ILO and the European Communities, and accepted a proposal made by the Government of India regarding the joint ownership of ILO office premises in New Delhi, the cost of which, estimated at $640,000, would be charged to the Building and Accommodation Fund. At the same session, the Governing Body endorsed a draft resolution, submitted to the Conference at its present session,[1] regarding outstanding debts of member States and the right to vote, together with the required amendments to the Financial Regulations.

39. As indicated above, at its 255th Session the Governing Body endorsed a draft resolution, proposed to the Conference at its present session,[2] for the adoption of the Programme and Budget for the 64th financial period ending 31 December 1995, which would be completed both as to the US dollar amount appropriate for the budget of expenditure and the Swiss franc amount appropriate to the budget of income, on the recommendation of the Finance Committee of Government Representatives at the present session of the Conference.

2. *Administrative matters*

40. With regard to pension questions, at its 254th Session the Governing Body took note of a paper summarizing the conclusions and recommendations of the 44th (Regular) Session of the United Nations Joint Staff Pension Board (UNJSPB), held in 1992. At that session it also amended the terms of reference of the Special Payments Fund, with retroactive effect as from 1 January 1992, so as to provide for payments on an *ex gratia* basis to the survivors of former officials who on retirement had converted part of their pension into a lump sum. At its 255th Session the Governing Body took note of a report of the Administrative Board of the ILO Staff Pensions Fund.

41. As regards the International Civil Service Commission, at its 255th Session the Governing Body endorsed the decisions of the United Nations General Assembly on the recommendations of the ICSC relating to increases in the base/floor salary scale for Professional and higher category staff, family allowances for Professional and higher category staff, the education grant and the special education grant for disabled children. The Governing Body also authorized the Director-General to invite the ICSC to meetings at which matters pertaining to staff entitlements were discussed, as he considered appropriate.

42. At its 254th Session the Governing Body authorized the Director-General to implement, with effect from 1 January 1993, the revised salary scale and any revised rates of family allowances for General Service staff in Geneva, in accordance with the agreed methodology for interim adjustments. At that session the Governing Body also took note of the amendments to the Staff Regulations approved by the Director-General during the preceding 12 months. It also took note of a paper reporting on the establishment and on the activities of the Provisional and new Management Committees of the Voluntary Thrift Benefit Fund for ILO Officials, and noted that a further report would be submitted to it at its 256th Session in May 1993.

43. At its 255th Session the Governing Body examined and took note of statistical information regularly submitted on the composition and structure of the staff.

I. EMPLOYMENT

44. At its 254th Session the Governing Body, through its Committee on Employment, held a second discussion on the subject of social protection and safety nets on the basis of a paper prepared by the Office and focusing on structural adjustment and mass unemployment. It was generally stressed that traditional measures, where they existed, were inadequate, and that it was important but difficult to extend social protection to those most in need. There was an interest in seeing social protection linked to active labour-market programmes, and in discussing these policies in a more differentiated manner.

45. Discussion then turned for the first time to the subject of training and active labour-market policies. There was a substantial discussion on the nature and role of such policies, and the efficiency and equity arguments for recourse to them were clarified. The relevance of active labour-market policies, which had evolved in the OECD countries, to the labour-market problems of developing and transition economies was the subject of some discussion. A number of suggestions were offered as to the scope of the policies to be covered in the second discussion of this topic, including, as mentioned above, the link between passive and active policies and their applicability to countries at different stages of development.

46. As in each year since 1988, the Governing Body reviewed follow-up by the Office on the 1987 High-Level Meeting on Employment and Structural Adjustment. However, on this occasion the question was taken up in two parts: the first concerned activities of the ILO, covering relations with the Bretton Woods institutions, illustrations of country-level activities (Hungary and Costa Rica) and the interdepartmental project on this subject, and the format of

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[1] ILO: *Draft Programme and Budget 1994-95 and Other Financial Questions*, Report II, International Labour Conference, 80th Session, 1993.

[2] op. cit. (yellow pages), p. 1, para. 3.

the Office paper was generally welcomed as providing a better understand of ILO activities; the second concerned proposals for a second High-Level Meeting, an idea which was widely endorsed, and various suggestions were made as to its scope and focus. The prevailing view was that the second such meeting should confront unemployment and the issue of job creation and focus on ILO-specific policies: as such, it would also represent a contribution to ILO preparations for the World Summit for Social Development.

47. There was general agreement in the Committee that its work between now and 1995 should contribute to the Second High-Level Meeting and to the World Summit for Social Development. For its next meeting it decided to take up, for a second discussion, the subject of active labour-market policies, with a focus on the relationship of active to passive policies; it also decided to examine ILO relations with the Bretton Woods institutions and illustrations of ILO country-level activities.

J. Sectoral activities

48. At its 254th Session the Governing Body completed its consideration of the programme of sectoral meetings for the 1994-95 biennium, and decided that it should include six major meetings and nine other meetings, set out in order of priority, decision on one further meeting being left open. At its 254th Session the Governing Body agreed on the technical agenda items for the six major meetings and took note that, with a view to meeting potential income shortfalls, three meetings originally scheduled for the 1992-93 biennium were postponed to 1994 (the Tenth Session of the Committee on Salaried Employees and Professional Workers; the Tripartite Meeting on the Consequences for Management and Personnel of the Restructuring of Railways; and the Thirteenth Session of the Metal Trades Committee) and the Tripartite Meeting on the Effects of Technological Changes in the Clothing Industry, which was to be held in 1993, was merged with the Fourth Tripartite Technical Meeting for the Clothing Industry, scheduled for the 1994-95 biennium. At its 255th Session the Governing Body further decided to postpone to the 1994-95 biennium the Fifth Session of the Joint Committee on the Public Service, which was originally scheduled for 1993, thus completing the programme of sectoral meetings for the 1994-95 biennium.

49. At its 254th Session the Governing Body authorized the Director-General to distribute the texts adopted by the Inland Transport Committee at its Twelfth Session (January 1992); by the Fourth Tripartite Technical Meeting for the Leather and Footwear Industry (February 1992); by the Iron and Steel Committee at its Twelfth Session (April 1992); and by the Tripartite Meeting on Conditions of Employment and Work of Performers (May 1992). It also requested him to take the necessary action to give effect to the wishes expressed in those texts. In addition, it decided on the composition of the Tripartite Meeting on the Consequences for Management and Personnel of the Restructuring of Railways and of the Tripartite Meeting on the Social Effects of Structural Change in Banking. It took note of a paper on the participation of women in sectoral meetings, and requested the Committee on Discrimination to take account of the paper and of the discussions in the Industrial Activities Committee in formulating an approach to increase the level of women's participation in all ILO meetings. Finally, it took note of the Director-General's intention to invite a number of intergovernmental organizations to the sectoral meetings originally scheduled between April and December 1993, and authorized the Director-General to invite a number of non-governmental international organizations to be represented by observers at those meetings.

K. Multinational enterprises

50. At its 254th Session the Governing Body considered a summary of the reports submitted by governments and by employers' and workers' organizations worldwide on the effect given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. It also had before it an analysis of the reports prepared by a working group comprising the Officers of the Committee on Multinational Enterprises. The Governing Body noted with satisfaction that the direct distribution of the questionnaire to employers' and workers' organizations had resulted in an appreciable increase in the number of replies and in the degree to which governments had held consultations with the social partners. Some 109 employers' and workers' organizations had either been consulted or had submitted replies in time to be considered by the Working Group. The Governing Body endorsed the report of the Working Group, subject to the reservations expressed in the Committee with respect to certain paragraphs of the report. It noted that a decision with regard to the frequency of the survey would be made in due course. It invited the Director-General to distribute the report to all member States and through them to employers' and workers' organizations, with an indication that the full summary of the replies would be supplied on request.

51. The Governing Body also took note of information on promotional activities undertaken by the Office, completed studies, progress in current research and developments in other organizations.

52. At its 254th Session the Governing Body held discussions to determine the receivability of a request for interpretation of the Tripartite Declaration submitted by an international trade secretariat on behalf of one of its affiliates. Since the matter was not resolved at that session, it was the subject of further discussion at the 255th Session. Given the divergence of views in the Committee, the matter was settled by majority vote and the request was declared irreceivable.

53. At its 255th Session the Governing Body also took note of an addendum to the summary of replies for the fifth survey, which contained summaries of late replies submitted by three governments and one employers' organization, additional comments by two workers' organizations and a corrigendum on the earlier submissions made by one government and one workers' organization.

L. RELATIONS WITH OTHER INTERNATIONAL ORGANIZATIONS

54. At its 254th Session the Governing Body considered forthcoming issues of concern to the ILO and its constituents arising within the United Nations system, examining preparations for the World Conference on Human Rights (1993) and the ILO's role in those preparations. It also considered ongoing ILO activities undertaken for the benefit of indigenous peoples, and the ILO's contribution to the International Year for the World's Indigenous People (1993).

55. In examining recent events in the United Nations system, it heard a report on progress in collaboration with UNESCO on the latter's project to establish an International Centre for Technical and Vocational Training (UNEVOC). Following consideration of action taken by the substantive session of the Economic and Social Council in 1992 on the World Summit for Social Development, the Governing Body requested the Director-General to invite the United Nations Secretary-General to bring to the attention of the General Assembly the wish of the ILO to play a central role in the preparation and holding of the Summit and follow-up on it, and expressed strong concern that the World Summit should not coincide with the International Labour Conference of June 1995. The Governing Body was informed of aspects of the outcome of the United Nations Conference on Environment and Development (Rio de Janeiro, June 1992) that were of particular significance to the ILO. In connection with the United Nations Convention on the Law of the Sea and the work of the Preparatory Commission of the International Sea-Bed Authority and for the International Tribunal of the Law of the Sea, the Governing Body was informed of the ILO's efforts to ensure that labour clauses to be applied through future contractors to workers involved in deep sea mining would draw on ILO instruments and that the ILO would be consulted in the selection of the relevant standards.

56. The Governing Body took note of the report and the consensus statement by the Eleventh Session of the Joint ILO/WHO Committee on Occupational Health (Geneva, April 1992), authorized the Director-General to communicate them to governments and, through them, to employers' and workers' organizations, and invited the Director-General to bear in mind the proposals contained in the consensus statement when drawing up the future programme of work of the Office. The Governing Body considered the United Nations Secretary-General's " Agenda for Peace " and took note of the Annual Overview Report of the Administrative Committee on Coordination for 1991.

57. At its 255th Session the Governing Body continued its consideration of preparations for the World Conference on Human Rights, with particular emphasis on obtaining appropriate recognition of the ILO's own human rights activities. Also in the context of forthcoming issues of concern to the ILO and its constituents arising within the United Nations system, it discussed the institutional framework for follow-up on the United Nations Conference on Environment and Development – the Inter-Agency Committee on Sustainable Development and the Commission on Sustainable Development – and the role of the ILO and its constituents within this framework. The Governing Body was also informed of preparations for the International Year of the Family (1994) and the Fourth World Conference on Women (1995) and the ILO's contribution thereto.

58. In considering recent events in the United Nations system, the Governing Body considered action taken during the forty-seventh session of the General Assembly of particular interest to the ILO, including the second phase of the restructuring of the UN secretariat. It discussed the outcome of the International Conference on Nutrition, held in Rome in December 1992, and developments in international cooperation related to nuclear safety and radiological protection, in particular the revision of the Basic Safety Standards for Radiation Protection, the decommissioning of nuclear facilities and the preparation of a convention on nuclear safety. It also considered a report on the size of the task of harmonization of existing systems of classification and labelling for hazardous chemicals.

M. TECHNICAL COOPERATION

59. At its 254th Session the Governing Body, through its Committee on Operational Programmes, carried out its annual comprehensive review of ILO operational activities, including tripartite participation, during the previous year (1991). It thus reviewed the main features of ILO technical cooperation in 1991, trends in activities in the different geographical regions, activities under the different technical programmes and, finally, the measures taken to strengthen tripartite participation. A review was also undertaken, inter alia, of ILO operational activities concerning women and issues connected with environment and development. Attention was also paid to the ILO's continued support to LDCs during the period under review. For the seventh consecutive year, the year 1991 proved a year of growth, registering an 11.6 per cent increase in expenditure incurred during the previous year.

60. The Governing Body also examined an Office paper assessing the training aspects of general technical cooperation projects. It attached importance to the extent to which international labour standards had provided the projects reviewed with adequate guidance even in cases where no explicit mention of standards was made.

61. The Governing Body also reviewed further developments on operational activities questions in the United Nations system on the basis of a paper prepared by the Office. Here it examined the outcome of the Second Session of the Consultative Committee on Substantive Questions (Operational Activities) (CCSQ/OPS) of the ACC, held in New York in September 1991; the First Session, held in Geneva in March 1992; the meeting of the Governing Council of UNDP (Geneva, May 1992); the Substantive Session of the Economic and Social Council (ECOSOC) concerning operational activities for development (New York, July 1992); and, finally, the Summit on the Economic Advancement of Rural Women, which met in Geneva in February 1991. The review cen-

tered on aspects regarded as being of particular interest to the ILO and its constituents.

62. Finally, the Governing Body took note of a report prepared by the United Nations Joint Inspection Unit (JIU) concerning technical cooperation and the use of national professional project personnel, on which comments were received from the ACC.

N. STANDING BODIES AND MEETINGS

63. During the period under review, the Governing Body fixed the date, place, agenda and composition of meetings provided for in the programme and budget, took decisions as called for on the membership of standing bodies and appointed delegations to represent it at ILO meetings. It also reviewed information submitted by the Director-General on symposia, seminars and similar meetings financed under the regular budget and from extra-budgetary sources.

64. At its 254th Session the Governing Body considered the record of the Thirteenth Conference of American States Members of the ILO (Caracas, 30 September-7 October 1992). It expressed its appreciation to the Government of Venezuela for the facilities provided to the Conference, and to the Government and the employers' and workers' organizations of Venezuela for the hospitality extended to participants. It authorized the Director-General to distribute the texts of the conclusions and resolutions adopted by the Conference, requesting him to take the necessary measures for their implementation. These texts concerned ILO activities in the region; the ILO and the consolidation of democracy; and technical cooperation in the Americas.

65. Also at its 254th Session the Governing Body considered and took note of the report of the Tripartite Meeting of Experts on Environment and the World of Work (Geneva, November 1992), intended in part as the ILO's response to the conclusions of the United Nations Conference on Environment and Development, authorizing its distribution and requesting the Director-General to take account of its conclusions in drawing up future programme proposals.

66. At its 255th Session the Governing Body took note of the report of the Fifteenth International Conference of Labour Statisticians and authorized its distribution.

67. During the period under review, the Governing Body authorized the Director-General to invite various intergovernmental and non-governmental international organizations to be represented at the present session of the Conference and at other ILO meetings.

O. INTERNATIONAL TRAINING CENTRE OF THE ILO, TURIN

68. At its 253rd Session the Governing Body took note of the report on the 53rd Session of the Board of the Centre, held in Turin on 22 May 1992, which was also discussed by its Programme, Financial and Administrative Committee. The report covered activities completed in 1991 and budgetary prospects for 1992 and 1993.

69. An analysis of the state of progress of the Development Plan showed that efforts to integrate and establish productive interaction with ILO technical branches were bearing their first fruit. The Centre's activities had broadened to include training in the fields of industrial relations, social security, working conditions and environment, active labour-market policies and international labour standards, which covers the bulk of the Organization's field of competence. The principle of complementarity between the areas of competence and responsibilities respectively of the technical branches and the Turin Centre was fully reflected in this development. The combination of the Centre's expertise in the training field with that of the ILO's technical branches was the clearest possible expression of efforts to achieve the objective of integration contained in the five-year plan.

70. The essential role of training in the introduction of the new technical cooperation machinery, together with the growing use of the Centre by the United Nations system illustrates the second objective of the Development Plan. This opening up to the United Nations system is encouraging: in the long term it should enable the Turin Centre to design and implement training activities to strengthen the responsibilities of States in managing development cooperation.

71. It will also ensure the continual involvement of the ILO in programmes implemented by the United Nations system, such as workshops provided by the Centre on the problems of coordinating development aid, aimed at coordinators, UNDP resident representatives and field officials of the specialized agencies. In this way the Centre also serves the ILO by providing access to the knowledge and experience of the Organization, for example, concerning international labour standards on the main social problems of the modern world.

P. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

72. At its 254th Session the Governing Body discussed and took note of the report of the 34th Session of the Board of the Institute, held in November 1992. The Governing Body noted the concentration of the Institute's activities in 1992 on the core themes of the causal relationship between labour institutions, industrial organization and economic development, and the consequent redirection of the Institute's substantive programmes. It also noted the innovative nature of the work being undertaken by the Institute and its efforts to initiate a systematic process of consultation and closer collaboration with ILO departments, practitioners, and academics in exploring subjects of future concern to the Organization. The Governing Body accepted with gratitude a number of grants and contributions made to the Institute in 1992.

Q. OTHER MATTERS

73. At its 254th Session the Governing Body took note that the Republic of Slovenia, the Republic of Moldova, the Republic of Croatia and the Republic of Uzbekistan had become members of the ILO, and at its 255th Session that the Republic of Armenia,

the Czech Republic and the Slovak Republic had also become members of the ILO. At its 255th Session it took note that the Government group had decided to appoint the Czech Republic to the Government deputy member seat on the Governing Body which had become vacant upon the dissolution of the former Czech and Slovak Federal Republic.

74. At its 255th Session the Governing Body instructed the Director-General to take no action as regards the invitation to the present session of the International Labour Conference of the Federal Republic of Yugoslavia (Serbia and Montenegro) or with regard to any credentials submitted on behalf of that State at the present session of the Conference notwithstanding the absence of such an invitation, as long as that State had not been recognized by the United Nations as the continuation of the former Socialist Federal Republic of Yugoslavia or admitted to the International Labour Organization as a new Member.

75. At its 255th Session the Governing Body decided that the election for the appointment of the Director-General should take place on Thursday, 27 May 1993, in accordance with the rules adopted in 1988, and that candidatures must reach its Chairman by 26 April.

76. At its 255th Session the Governing Body set up a Working Party to consider all matters relating to the ILO's participation in the World Summit for Social Development, scheduled to be held in 1995.

77. Also at its 255th Session, the Governing Body authorized the Director-General to communicate to the ILO's constituents a set of proposals concerning possible activities to be undertaken at the national level to commemorate the 75th anniversary of the ILO and the 50th anniversary of the Declaration of Philadelphia, which would both fall in 1994. These proposals include the organizing of various public events and the ratification of Conventions.

78. During the period under review, the Governing Body took note of information supplied in the Director-General's regular reports on the deaths of prominent ILO personalities, the progress of international labour legislation, internal administration and documents and publications issued by the Office.

APPENDIX I

ILO MEETINGS HELD IN 1992-93

(since the 79th Session of the International Labour Conference)

Date	Title of meeting	Place
	1992	
23 September- 1 October	Standing Technical Committee for Health and Medical Services (First Session)	Geneva
30 September- 7 October	Thirteenth Conference of American States Members of the ILO	Caracas
20-28 October	Tripartite Meeting on Social and Labour Issues in the Pulp and Paper Industry	Geneva
2-4 November	Tripartite Advisory Meeting on Environment and the World of Work	Geneva
2-10 December	Building, Civil Engineering and Public Works Committee (Twelfth Session)	Geneva
14-18 December	Technical Committee Meeting on the Revision of the Basic Safety Standards for Radiation Protection	Vienna
	1993	
19-28 January	Fifteenth International Conference of Labour Statisticians	Geneva
11-24 March	Committee of Experts on the Application of Conventions and Recommendations	Geneva
29 March-2 April	Meeting of Experts on Cooperatives	Geneva
20-28 April	Tripartite Meeting on Safety and Related Issues Pertaining to Work on Offshore Petroleum Installations	Geneva
10-14 May	Seventh Session of the Joint ILO/WHO Committee on the Health of Seafarers	Geneva

APPENDIX II

SESSIONS OF THE INTERNATIONAL LABOUR CONFERENCE

PLAN OF WORK

																					Max number of normal (am and pm) sittings	
	M	T	W	Th	F	S	M	T	W	Th	F	S	M	T	W	Th	F	S	M	T	W	This plan	Standard sessions
Governing Body session																		■					
ILC group meetings	■	■																					
ILC plenary sittings		▮	■	■	■		■	■	■	■	■		■	■	■	■	▮						
Finance Committee - budget years - non-budget years					■ ■		■ ■	■	■ A	■	■ Pl		A		Pl	V						12 5	12 8
Committee on the Application of Standards			■	■	■	■	■	■	■	■	■	■		A			Pl					20	20
Technical committee - 2nd discussion			■	■	■	■	■	■	■	■	■	■		A		Pl	V					20	20
Technical committee - 1st discussion			■	■	■	■	■	■	■	■	■	■	■		A		Pl					22	22
General discussion*			■	■	■	■	■	■	■	■	■		A			Pl						18	23
Committee on Apartheid			■	■	■		■	■	■		A		Pl									6	6
Resolutions Committee*			■	■	■	▮	■	■	■	■	■	A			Pl							13†	13§

A	Adoption by the Committee of its report.
Pl	Adoption of the report by the Conference in plenary sitting.
V	Record vote in plenary sitting of the Conference.
†	am and pm
§	pm only
*	Further recommendations concerning the components of the plan are found in paragraph 7 of the Working Party's final report.

■	Sittings all day as required.
▮	Morning sitting only.

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No. 3 – Wednesday, 2 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

4

Second item on the agenda: Programme and Budget proposals and other financial questions

Further information and proposals submitted by the Governing Body of the International Labour Office to the 80th Session of the Conference

1. This number of the Provisional Record includes information and proposals by the Governing Body in respect of:

A. Change in treatment of income from sales of publications (paragraph 2).

B. Proposed gift of land by the Government of Pakistan for ILO premises in Islamabad (paragraph 4).

C. Scale of assessment of contributions for 1994 (paragraph 6).

D. Programme and Budget proposals for 1994-95:

- Budget exchange rate (paragraph 8).

Appendix I	Extract from the First Report of the Programme, Financial and Administrative Committee to the Governing Body at its 256th Session (May 1993)
Appendix II	Extract from the First Report of the Programme, Financial and Administrative Committee to the Governing Body at its 256th Session (May 1993)
Appendix III	Extract from the Report of the Allocations Committee to the Governing Body at its 256th Session (May 1993)
Appendix IV	Statements showing the status of collection of annual contributions
Appendix V	Draft scale of assessments for 1994

The points for decision are in paragraphs 3, 5, 7.

A. CHANGE IN TREATMENT OF INCOME FROM SALES OF PUBLICATIONS

2. Appendix I contains an extract from the First Report of the Programme, Financial and Administrative Committee to the Governing Body at its 256th Session (May 1993).

FOR DECISION

3. On the recommendation of its Programme, Financial and Administrative Committee the Governing decided on 28 May 1993 to submit the following resolution to the International Labour Conference at its 80th Session (June 1993) for adoption:

> The General Conference of the International Labour Organization,
>
> Decides to amend with effect from 1 January 1994 paragraph 2 of article 11 of the Financial Regulations, which reads as follows:
>
> The Director-General may pay up to 75 per cent of the income from the sale of publications, including related royalties and fees, into a Publications Revolving Fund in accordance with rules to be established for the Fund under article 40 of these Regulations.

by substituting the figure 100 per cent for that of 75 per cent.

B. Proposed gift of land by the Government of Pakistan for ILO Premises in Islamabad

4. Appendix II contains an extract from the First Report of the Programme, Financial and Administrative Committee to the Governing Body at its 256th Session (May 1993).

FOR DECISION

5. On the recommendation of its Programme, Financial and Administrative Committee the Governing decided on 28 May 1993 to submit the following resolution to the International Labour Conference at its 80th Session (June 1993) for adoption:

> The General Conference of the International Labour Organization,
>
> Authorizes the Governing Body, pursuant to article 12, paragraph 1, of the Financial Regulations, to accept, if it thinks fit after a full examination of the matter, the gift of a plot of leasehold land made by the Government of Pakistan, for the purpose of constructing premises to house the ILO office in Islamabad.

C. SCALE OF ASSESSMENT OF CONTRIBUTIONS FOR 1994

6. Appendix III contains an extract from the Report of the Allocations Committee to the Governing Body at its 256th Session (May 1993).

FOR DECISION

7. On the recommendation of its Allocations Committee the Governing decided on 28 May 1993 to submit the following resolution to the International Labour Conference at its 80th Session (June 1993) for adoption:

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2, of the Financial Regulations, adopts for 1994 the scale of assessments for member States' contributions set out in column 4 of Appendix V to this Provisional Record.

D. PROGRAMME AND BUDGET PROPOSALS FOR 1994-95 - BUDGET EXCHANGE RATES

8. The following is an extract from the First Report of the Programme, Financial and Administrative Committee to the Governing Body at its 256th Session (May 1993):

Budget exchange rate

9. The Committee took note of an Office paper advising that the final budget rate of exchange to be used to value the Programme and Budget for 1994-95 would be set at the market rate of exchange prevailing at the time when the draft programme and budget was reviewed by the Finance Committee of Government Representatives at the 80th Session of the Conference in June 1993.

APPENDIX I

EXTRACT FROM THE FIRST REPORT OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE TO THE GOVERNING BODY AT ITS 256TH SESSION (MAY 1993)

Other financial and general questions

(Eighth item on the agenda)

Change in treatment of income from sales of publications

102. The Committee had before it a document concerning the receipts from the sales of publications.

103. Miss Mackie said the Employers thought the document contained a very sensible proposal. It was highly unsatisfactory that the work of the Publications Branch could not be properly carried out because of the lack of funds and she voiced strong support for the point for decision.

104. Mr. Vanni, for the Worker members, said that promotional expenses and the printing of publications had to be properly funded and he supported the point for decision.

105. The representative of the Government of the United Kingdom expressed strong support for the point for decision in the Office paper.

106. The representative of the Government of the Russian Federation supported the point for decision and hoped that ILO publications could be translated into more local languages and thus be available to a wider readership.

107. The Committee proposes that the Governing Body recommend to the Conference an amendment to article 11, paragraph 2, of the Financial Regulations with effect from 1 January 1994 with a view to giving the Director-General the authority to credit to the Publications Revolving Fund up to 100 per cent of all income from the sale of ILO publications and documents and related royalties, to be used in accordance with rules established for the Fund under article 40 of the Financial Regulations, and propose the following draft resolution for adoption by the Conference at its next session:

> The General Conference of the International Labour Organization,
>
> Decides to amend with effect from 1 January 1994 paragraph 2 of article 11 of the Financial Regulations, which reads as follows:
>
> The Director-General may pay up to 75 per cent of the income from the sale of publications, including related royalties and fees, into a Publications Revolving Fund in accordance with rules to be established for the Fund under article 40 of these Regulations.

by substituting the figure 100 per cent for that of 75 per cent.

APPENDIX II

EXTRACT FROM THE FIRST REPORT OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE TO THE GOVERNING BODY AT ITS 256TH SESSION (MAY 1993)

ILO premises in Islamabad

(Sixth item on the agenda)

36. The Committee had before it a paper dealing with new premises for the ILO Office in Islamabad.

37. Miss Mackie, speaking on behalf of the Employer members, expressed her appreciation and gratitude to the Government of Pakistan for its generous offer.

38. Mr. Vanni, speaking on behalf of the Worker members, also expressed his thanks for the generosity shown by the Government of Pakistan in offering a plot of land to the ILO for the construction of office premises, in which Government, Employer and Worker representatives could meet.

39. The representative of the Government of India welcomed the generous offer of the Government of Pakistan and agreed with the advantages associated with the ILO acquiring its own premises in Islamabad. The proposals contained in paragraphs 8 and 9 were therefore fully supported.

40. The representative of the Government of Bangladesh expressed appreciation for the generous gesture of the Government of Pakistan, supported fully the proposals contained in the paper under discussion and confirmed the Government of Bangladesh's commitment to provide land in Dhaka should the ILO decide to build its own premises there.

41. The representative of the Government of the United States thanked the Government of Pakistan for its very attractive and generous offer, and hoped that further study of the construction of the premises would include an examination of a range of reasonable options. He therefore suggested that the decision in paragraph 8 should be amended accordingly.

42. The representative of the Government of Denmark expressed gratitude for the generous offer made by the Government of Pakistan, and observed that the Governing Body's earlier decision to transfer 2 million Swiss francs to the Building and Accommodation Fund for the budgetary surplus of the 1990-91 biennium had certainly proved to be a wise one.

43. The representative of the Government of Pakistan said that his Government was pleased to contribute land for the construction of an independent ILO office in Islamabad, and recognized the invaluable services rendered by the ILO in achieving a harmonious tripartite relationship in Pakistan. As the activities of the ILO in Pakistan continued to expand, it was felt that the Government's donation would enhance the future capabilities of the ILO office and further strengthen the Government's cooperation with the ILO.

44. The Committee recommends that the Governing Body authorize the Director-General to draw up outline plans and cost estimates for submission to

the Building Subcommittee at the 258th (November 1993) Session of the Governing Body with a view to preparing final recommendations.

45. The Committee also recommends that the Governing Body propose to the Conference at its 80th (1993) Session that, under article 12, paragraph 1, of the Financial Regulations, the Conference authorize the acceptance of a gift by the Government of Pakistan of land on which to build premises for the ILO office in Islamabad, subject to a final decision on such acceptance by the Governing Body at a later stage, and adopt a resolution in the following terms:

> The General Conference of the International Labour Organization,
>
> Authorizes the Governing Body, pursuant to article 12, paragraph 1, of the Financial Regulations, to accept, if it thinks fit after a full examination of the matter, the gift of a plot of leasehold land made by the Government of Pakistan, for the purpose of constructing premises to house the ILO office in Islamabad.

APPENDIX III

EXTRACT FROM THE REPORT OF THE ALLOCATIONS COMMITTEE TO THE GOVERNING BODY AT ITS 256TH SESSION (MAY 1993)

Scales of assessment of contributions to the Budget for the 1994-95 financial period

(Second item on the agenda)

8. The Committee had before it a paper recommending a draft scale of assessments for 1994 for proposal to the 80th (June 1993) Session of the International Labour Conference.

9. Since 1977 the scales of assessment used for determining the contributions of member States of the ILO had been based on the United Nations scales of assessment on its member States. The UN scale was adopted by the General Assembly every third year, upon the recommendation of the Fifth Committee, following proposals made by the UN Committee on Contributions. The ILO scale of assessments was adjusted arithmetically for differences in membership between the two organizations, with the maximum and minimum rates set at 25 per cent and 0.01 per cent respectively as in the UN scale. The major specialized agencies most comparable with the ILO in terms of structure and size (WHO, UNESCO and FAO) prepared their scales of assessment in this manner and adjusted them when the UN scale changed.

10. In December 1991, the forty-sixth session of the General Assembly of the United Nations had adopted a scale of assessments for the contributions of member States to the regular budget of the United Nations for the years 1992, 1993 and 1994. This scale formed the basis for a draft ILO scale of assessments for the 1993 year which was recommended by the Allocations Committee, endorsed by the Governing Body, and adopted by the 79th (June 1992) Session of the International Labour Conference upon the recommendation of the Finance Committee of Government Representatives. Consequent upon proposals made by the Committee on Contributions following its 52nd meeting in June-July 1992 and recommendations made by the Fifth Committee, the General Assembly of the United Nations in December 1992 had approved revisions to the original 1992-94 scale that would be applicable for 1993 and 1994.

11. The revisions made to the 1992-94 UN scale by the General Assembly in December 1992 included major changes relating to member States previously covered by the membership of the former Union of Soviet Socialist Republics (USSR), and which were now member States of the UN. A comparison between the rates of assessment for these member States in the original 1992-94 UN scale and their rates of assessment for 1993 and 1994 gave the following results:

State	Rate in original UN scale for 1992-94 % Col. 1	Rate in revised UN scale for 1993 and 1994 % Col. 2	Increase or (Decrease) % Col. 3
Armenia	-	0.13	0.13
Azerbaijan	-	0.22	0.22
Belarus	0.31	0.48	0.17
Estonia	-	0.07	0.07
Georgia	-	0.21	0.21
Latvia	-	0.13	0.13
Lithuania	-	0.15	0.15
Kazakhstan	-	0.35	0.35
Kyrgyzstan	-	0.06	0.06
Republic of Moldova	-	0.15	0.15
Russian Federation		6.71)	
The former USSR	9.41	)	(2.70)
Tajikistan	-	0.05	0.05
Turkmenistan	-	0.06	0.06
Ukraine	1.18	1.87	0.69
Uzbekistan	-	0.26	0.26
Total	10.90	10.90	-

The above rates of assessment in the revised UN scale included Georgia (0.21 per cent), Kazakhstan (0.35 per cent), Tajikistan (0.05 per cent) and Turkmenistan (0.06 per cent), which totalled 0.67 per cent. These four States were not Members of the ILO and therefore were not included in the scale proposed to the Committee; the equivalent of their combined rates of assessment in the UN would therefore be borne by the member States of the ILO (except those at the maximum and minimum rates).

12. The revised UN scale also included three new member States that formed part of the former Socialist Federal Republic of Yugoslavia (Yugoslavia): Bosnia and Herzegovina (0.04 per cent), Croatia (0.13 per cent) and Slovenia (0.09 per cent). It was decided by the General Assembly that the total of the rates of assessment of these member States (0.26 per cent) would be deducted from that of Yugoslavia in the original UN scale, which gave a revised rate for Yugoslavia for 1993 and 1994 of 0.16 per cent. Croatia,

Slovenia and Yugoslavia were included in the proposed ILO scale at their UN rates of 0.13 per cent, 0.09 per cent and 0.16 per cent respectively, but as Bosnia and Herzegovina was not a Member of the ILO the equivalent of its rate of assessment in the UN of 0.04 per cent rate would in effect be borne by the member States of the ILO, except those at the maximum and minimum rates.

13. The former Czech and Slovak Federal Republic (Czechoslovakia), which ceased to exist on 31 December 1992, was included in the original UN scale of assessments at the rate of 0.55 per cent. After adjustment for differences in membership between the UN and the ILO it was included in the ILO scale of assessments for 1993 approved by the 79th (June 1992) Session of the Conference at 0.54 per cent. The total of the rates of assessment of the full membership of the UN in the revised scale of December 1992 was 100.03 per cent, including Czechoslovakia at 0.55 per cent, but as it was already known that this member State would cease to exist on 31 December 1992 the scale of assessments for 1993 was reduced by this amount to 99.48 per cent. This reduction of the scale to 99.48 per cent resulted in the contributions of member States to the UN regular budget for 1993 being higher than they would have been if the 1993 scale of assessments had remained at 100.03 per cent. As explained in the document considered under the first item of the Committee's agenda, the Czech Republic and the Slovak Republic were both Members of the ILO but their rates of assessment in the UN would not be established by the General Assembly until late in 1993. As the definitive rates of assessment in the UN of the two Republics were not available for inclusion in the scale of assessments being proposed, and in order to avoid placing an additional burden on other member States in the ILO scale as a result, it was proposed that both the Czech Republic and the Slovak Republic be included at provisional rates in the scale. Although it could reasonably be assumed that the total of the rates to be fixed for the two Republics would approximate that of the former Czechoslovakia, the exact proportion for each

was unknown at this time. As further explained in the paper considered under the first item of the agenda, the Czech Republic and the Slovak Republic had agreed to make provisional payments against their 1993 contributions on the basis of two thirds and one third respectively of the amount payable by the former Czechoslovakia for 1993. Accordingly, in the absence of better information, it was proposed that the Czech Republic and the Slovak Republic be included in the scale at rates of assessment based upon that for the former Czechoslovakia in the original 1992-94 UN scale of 0.55 per cent, allocated to the two Republics in rounded percentage points in the proportion of two thirds and one third respectively. This would give provisional ILO rates of 0.37 per cent for the Czech Republic and 0.18 per cent for the Slovak Republic. The definitive UN rates of assessment might differ from these figures, which would produce a small difference in 1994 between the amounts of income budgeted to be received from each and the amounts eventually assessed, but this would be preferable to omitting the two Republics from the ILO scale and thus passing an additional financial burden on to other member States.

14. The Committee was now required to recommend to the Governing Body a draft scale of assessments for submission to the International Labour Conference in June 1993. The original 1992-94 UN scale of assessments approved by the General Assembly in December 1991 was revised by the General Assembly in December 1992 in respect of the 1993 and 1994 years, but it was possible that a further revision in respect of 1994 could be approved by the General Assembly late in 1993. Any such revision would however be too late for submission to the June 1993 Conference. It was also expected that in late 1994 the General Assembly would again review the UN scale and adopt a new scale of assessments to become applicable in 1995. This scale would cover the second year of the ILO's 1994-95 financial period but would not be available in June 1994 for submission to the Conference. Under these circumstances, and similar to the practice applied in earlier biennia, the

Committee would normally recommend a scale for the 1994-95 financial period based upon the current revised United Nations scale. However, since further member States could join the Organization prior to the 81st (June 1994) Session of the Conference, and since definitive rates of assessment for the Czech Republic and the Slovak Republic in the UN scale would not be known until late 1993, the Committee could, if it wished, recommend a draft scale of assessments for the 1994 year only, leaving itself, the Governing Body and the Conference free to decide on the 1995 scale of assessments in 1994. If the Committee decided to do so and continue the established principle of harmonizing the ILO scales of assessment with those of the UN, subject only to arithmetical differences resulting from the different membership of the two organizations, and if it also decided to include the Czech Republic and the Slovak Republic in the draft scale of assessments at the provisional rates of 0.37 per cent and 0.18 per cent respectively the draft scale of assessments to be proposed for the 1994 year would be that shown in column 4 of the appendix to the paper which contained a table of the member States of the ILO at the time the paper was prepared, and showed:

Column 1 - The percentage rate of assessment of each ILO member State in the original UN scale for 1992-94 approved by the General Assembly in December 1991. These assessments totalled 100.57 per cent, due to the differences in membership between the United Nations and the ILO.

Column 2 - The ILO scale of assessments for 1993 approved by the 79th (June 1992) Session of the Conference, which was based on the original UN scale for 1992-94.

Column 3 - The percentage rate of assessment of each ILO member State for 1993 and 1994 in the revised UN scale approved by the General Assembly in December 1992. These assessments totalled 99.31 per cent, due to the differences in membership between the UN and the ILO.

Column 4 - A draft ILO scale of assessments for the 1994 year, based on the revised UN scale for 1992-1994, including the Czech Republic and the Slovak Republic at provisional rates of assessment of 0.37 per cent and 0.18 per cent, and adjusted arithmetically for differences in membership, and with the maximum and minimum rates of contribution set at 25 per cent and 0.01 per cent respectively, as in the UN scale.

Column 5 - The prospective increase or decrease, as the case may be, between the percentage rates of assessment in the ILO scale for 1993 (column 2) and the draft ILO scale for the 1994 year (column 4).

15. The representative of the Government of Germany asked whether in view of the late receipt of the paper and the fact that his Government had not had an opportunity to discuss the matter, the Committee could adjourn and reconvene at a later date. As a preliminary comment, however, he observed that the ILO scale proposed for 1994 showed a 0.09 per cent increase in the contribution of Germany. When the scale of assessments totalled less than 100 per cent a better practice would be to deduct the shortfall from the total of the budget, as UNIDO had done when Canada had withdrawn from membership.

16. The representative of the Director-General (the Treasurer and Financial Comptroller) explained that the late distribution of the paper was due to the fact that the Director-General had received communications from

Georgia and Kazakhstan applying for membership of the ILO, but as these were not in the correct form their applications could not yet be accepted. The Office had delayed issue of the paper in the hope that proper applications would be received from those two countries in time for inclusion in the draft scale of assessments for 1994 but unfortunately they had not been received by the latest possible deadline.

17. The Treasurer confirmed that the paper had been prepared according to normal practice whereby the scale was adjusted so that assessments totalled 100 per cent. The reference to the withdrawal of Canada from UNIDO was not applicable because no member State had withdrawn from the ILO and the proposed scale reflected its full membership at present. Whatever recommendation the Committee might make, there would be opportunities for comment in the Governing Body itself and later at the Conference.

18. The representative of the Government of Germany hoped that a further meeting of the Committee would be possible so that unnecessary discussion in the Governing Body or the Conference could be avoided. He reaffirmed his belief that there was a valid comparison between the ILO and UNIDO because in both cases the changes to the scales of assessment had resulted from changes in membership.

19. The representative of the Government of the United Kingdom was unable to agree to the suggestion put forward by the representative of the Government of Germany that budget reductions should compensate for the scale totalling less than 100 per cent. The document before the Committee conformed to standard practice and the Committee should adopt the decision paragraph as it stood.

20. The representative of the Government of the United States observed that his Government had also received the document late, and he would support the proposal to adjourn the meeting if it did not dislocate the Governing Body's programme of meetings.

21. After a short recess the Treasurer confirmed that the Committee could reconvene on Wednesday, 26 May 1993 at 10 a.m.

22. When the Committee reconvened on 26 May, the representative of the Government of Germany said that his Government did not wish to go against the consensus already expressed in the Committee and would support the point for decision as it stood. However, in cases where the scale of assessments totalled less than 100 per cent and this shortfall resulted from changes in membership it would be preferable not to distribute the shortfall by increasing the assessment rates for member States. It would be better to meet the shortfall by budgetary reductions in line with the practice in some other organizations.

23. The representative of the Government of Canada observed that member States would normally expect to be advised of their 1994 contributions by a letter in late summer 1993. He asked what would be the effect on ILO contributions for 1994 if the UN adopted a new scale for 1994 after those letters had been despatched.

24. The Treasurer confirmed that it was only the International Labour Conference which could fix assessment rates and contributions due from member States, and for 1994 the decision of the Conference in June 1993 would be binding. If the UN adopted a new scale for 1994 late in 1993, this would be used as the basis for an ILO scale for 1995 to be considered by the Conference in June 1994. The scale being considered for recommendation to the Governing

Body could be amended should new member States join the Organization during the International Labour Conference. He recalled that the Governing Body, at its previous session, had authorized the Allocations Committee to continue its work, if necessary, after the Governing Body finished its business on 29 May 1993 and to submit its report direct to the Finance Committee of Government Representatives at the Conference. In reply to a query, the Treasurer said that the Office had no further news regarding the status of the application of Kazakhstan and Georgia for membership, but he was very hopeful that the request for membership from those two countries would be received in the proper form either before or during the International Labour Conference.

25. The Committee recommends to the Governing Body that, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, and assuming provisional rates of assessment of 0.37 per cent for the Czech Republic and 0.18 per cent for the Slovak Republic, it propose to the Conference the adoption of the draft scale of assessments for the 1994 year as set out in column 4 of the Appendix to this report, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference is called upon to adopt the recommended scale.

APPENDIX IV

STATEMENTS SHOWING THE STATUS OF COLLECTION OF ANNUAL CONTRIBUTIONS AS AT 21 MAY 1993

(in Swiss francs)

I. ASSESSED CONTRIBUTIONS FOR 1993

State (French alphabetical order)	Assessed contributions for 1993		Amount received or credited to 21 May 1993	Balance due on 21 May 1993
	%	Amount Sw.frs.	Sw.frs.	Sw.frs.
A. *States which have paid or been credited with their 1993 contributions in full*				
Algeria	0.16	503 056	503 056	–
Saudi Arabia *	0.95	2 986 893	2 986 893	–
Barbados	0.01	31 441	31 441	–
Belgium	1.05	3 301 302	3 301 302	–
Belize *	0.01	31 441	31 441	–
Burundi	0.01	31 441	31 441	–
Canada *	3.09	9 715 261	9 715 261	–
Cyprus	0.02	62 882	62 882	–
Denmark	0.64	2 012 222	2 012 222	–
Egypt	0.07	220 087	220 087	–
Spain	1.96	6 162 431	6 162 431	–
Ethiopia	0.01	31 441	31 441	–
Fiji	0.01	31 441	31 441	–
Finland	0.56	1 760 695	1 760 695	–
France	5.95	18 707 379	18 707 379	–
Hungary	0.18	565 938	565 938	–
India	0.36	1 131 875	1 131 875	–
Indonesia	0.16	503 056	503 056	–
Ireland	0.18	565 938	565 938	–
Italy	4.26	13 393 854	13 393 854	–
Jamaica	0.01	31 441	31 441	–
Kuwait *	0.25	786 024	786 024	–
Lesotho	0.01	31 441	31 441	–
Luxembourg	0.06	188 646	188 646	–
Malaysia	0.12	377 292	377 292	–
Malta *	0.01	31 441	31 441	–
Mauritius *	0.01	31 441	31 441	–
Mozambique	0.01	31 441	31 441	–
Myanmar	0.01	31 441	31 441	–
Namibia *	0.01	31 441	31 441	–
Nepal	0.01	31 441	31 441	–
Nicaragua *	0.01	31 441	31 441	–
Norway	0.54	1 697 813	1 697 813	–
Papua New Guinea	0.01	31 441	31 441	–
Paraguay	0.02	62 882	62 882	–
Netherlands	1.49	4 684 705	4 684 705	–
Poland	0.47	1 477 726	1 477 726	–
United Kingdom	4.98	15 657 605	15 657 605	–
San Marino	0.01	31 441	31 441	–
Saint-Lucia *	0.01	31 441	31 441	–
Singapore	0.12	377 292	377 292	–
Sudan *	0.01	31 441	31 441	–
Sri Lanka	0.01	31 441	31 441	–
Sweden *	1.10	3 458 507	3 458 507	–
Switzerland	1.15	3 615 712	3 615 712	–
Tanzania, United Republic of *	0.01	31 441	31 441	–
Thailand *	0.11	345 851	345 851	–
Total – States which have paid or been credited with their 1993 contributions in full	30.20	94 951 744	94 951 744	–

* States which paid before 1 January 1993.

State (French alphabetical order)	Assessed contributions for 1993		Amount received or credited to 21 May 1993 Sw.frs.	Balance due on 21 May 1993 Sw.frs.
	%	Amount Sw.frs.		
B. *States which have paid or been credited with part of their 1993 contributions*				
Afghanistan	0.01	31 441	12 861	18 580
Germany	8.86	27 856 703	15 315 559	12 541 144
Angola	0.01	31 441	2 036	29 405
Antigua and Barbuda	0.01	31 441	666	30 775
Argentina	0.56	1 760 695	200 012	1 560 683
Australia	1.50	4 716 146	4 674 268	41 878
Austria	0.74	2 326 632	1 678 657	647 975
Bahamas	0.02	62 882	2 047	60 835
Bahrain	0.03	94 323	2 197	92 126
Bangladesh	0.01	31 441	7 015	24 426
Belarus	0.31	974 670	56 612	918 058
Benin	0.01	31 441	9 790	21 651
Bolivia	0.01	31 441	14 178	17 263
Botswana	0.01	31 441	4 214	27 227
Brazil	1.58	4 967 674	207 391	4 760 283
Bulgaria	0.13	408 733	47 178	361 555
Burkina Faso	0.01	31 441	10 208	21 233
Cambodia	0.01	31 441	8 310	23 131
Cameroon	0.01	31 441	10 883	20 558
Cape Verde	0.01	31 441	666	30 775
Central African Republic	0.01	31 441	10 796	20 645
Chile	0.08	251 528	47 779	203 749
China	0.76	2 389 514	1 382 297	1 007 217
Colombia	0.13	408 733	43 891	364 842
Comoros	0.01	31 441	1 280	30 161
Congo	0.01	31 441	11 761	19 680
Costa Rica	0.01	31 441	11 803	19 638
Côte d'Ivoire	0.02	62 882	13 658	49 224
Cuba	0.09	282 969	35 752	247 217
Djibouti	0.01	31 441	1 335	30 106
Dominican Republic	0.02	62 882	10 988	51 894
Dominica	0.01	31 441	3 230	28 211
El Salvador	0.01	31 441	11 978	19 463
United Arab Emirates	0.21	660 260	5 707	654 553
Ecuador	0.03	94 323	11 661	82 662
United States	25.00	78 602 437	2 707 358	75 895 079
Gabon	0.02	62 882	10 421	52 461
Ghana	0.01	31 441	11 991	19 450
Greece	0.35	1 100 434	125 927	974 507
Grenada	0.01	31 441	666	30 775
Guatemala	0.02	62 882	12 213	50 669
Guinea	0.01	31 441	10 752	20 689
Guinea Bissau	0.01	31 441	1 335	30 106
Equatorial Guinea	0.01	31 441	666	30 775
Guyana	0.01	31 441	11 522	19 919
Haiti	0.01	31 441	10 576	20 865
Honduras	0.01	31 441	30 126	1 315
Solomon Islands	0.01	31 441	561	30 880
Iran, Islamic Republic of	0.76	2 389 514	47 573	2 341 941
Iraq	0.13	408 733	18 624	390 109
Iceland	0.03	94 323	16 880	77 443
Israel	0.23	723 142	12 603	710 539
Japan	12.36	38 861 044	3 124 772	35 736 272
Jordan	0.01	31 441	12 936	18 505
Kenya	0.01	31 441	13 499	17 942
Lao People's Democratic Rep.	0.01	31 441	13 524	17 917
Lebanon	0.01	31 441	12 264	19 177
Liberia	0.01	31 441	12 208	19 233
Libyan Arab Jamahiriya	0.24	754 583	11 869	742 714
Madagascar	0.01	31 441	10 378	21 063
Malawi	0.01	31 441	14 111	17 330
Mali	0.01	31 441	13 422	18 019
Morocco	0.03	94 323	20 997	73 326
Mauritania	0.01	31 441	9 325	22 116
Mexico	0.87	2 735 365	219 266	2 516 099
Mongolia	0.01	31 441	10 454	20 987
Niger	0.01	31 441	10 438	21 003
Nigeria	0.20	628 820	18 563	610 257
New Zealand	0.24	754 583	107 636	646 947
Uganda	0.01	31 441	12 949	18 492
Pakistan	0.06	188 646	107 151	81 495
Panama	0.02	62 882	19 475	43 407
Peru	0.06	188 646	26 454	162 192
Philippines	0.07	220 087	39 802	180 285
Portugal	0.20	628 820	105 462	523 358
Qatar	0.05	157 205	17 430	139 775

State (French alphabetical order)	Assessed contributions for 1993		Amount received or credited to 21 May 1993	Balance due on 21 May 1993
	%	Amount Sw.frs.	Sw.frs.	Sw.frs.
Romania	0.17	534 497	81 754	452 743
Russian Federation[1]	8.17	25 687 277	1 337 184	24 350 093
Rwanda	0.01	31 441	11 246	20 195
Sao Tome and Principe	0.01	31 441	2 994	28 447
Senegal	0.01	31 441	10 297	21 144
Seychelles	0.01	31 441	1 344	30 097
Sierra Leone	0.01	31 441	10 361	21 080
Slovakia[2]	–	–	476 827	(476 827)
Somalia	0.01	31 441	10 261	21 180
Suriname	0.01	31 441	2 047	29 394
Swaziland	0.01	31 441	4 088	27 353
Syrian Arab Republic	0.04	125 764	13 688	112 076
Chad	0.01	31 441	12 034	19 407
Togo	0.01	31 441	10 416	21 025
Trinidad and Tobago	0.05	157 205	11 021	146 184
Tunisia	0.03	94 323	58 255	36 068
Turkey	0.27	848 906	648 906	200 000
Ukraine	1.17	3 678 594	148 827	3 529 767
Uruguay	0.04	125 764	21 983	103 781
Venezuela	0.49	1 540 608	188 566	1 352 042
Yemen	0.01	31 441	17 125	14 316
Yugoslavia[3]	0.42	1 320 521	49 081	1 271 440
Zaire	0.01	31 441	11 034	20 407
Zambia	0.01	31 441	14 754	16 687
Zimbabwe	0.01	31 441	887	30 554
Lapsed assessment				
Czechoslovakia[4]	0.54	1 697 813	267 332	1 430 481
Total – States which have paid or been credited with part of their 1993 contributions	67.93	213 578 545	34 285 155	179 293 390
C. *States which have made no payment towards their 1993 contributions*				
Albania	0.01	31 441	–	31 441
Armenia[1]	0.13	408 733	–	408 733
Azerbaijan[1]	0.22	691 701	–	691 701
Korea, Republic of	0.68	2 137 986	–	2 137 986
Estonia[1]	0.07	220 087	–	220 087
Kyrgyzstan[1]	0.06	188 646	–	188 646
Latvia[1]	0.13	408 733	–	408 733
Lithuania[1]	0.15	471 614	–	471 614
Moldova, Republic of[1]	0.15	471 614	–	471 614
Uzbekistan[1]	0.26	817 465	–	817 465
Viet Nam	0.01	31 441	–	31 441
Total – States which have made no payment towards their 1993 contributions	1.87	5 879 461	–	5 879 461
Total – Assessed contributions for 1993	100.00	314 409 750	129 236 899	185 172 851

For footnotes see page 26.

II. ARREARS OF CONTRIBUTIONS AND AMOUNTS DUE BY STATES WHEN THEY CEASED TO BE MEMBERS OF THE ILO

State (French alphabetical order)	Arrears due on 1 January 1993 Sw.frs.	Amount received to 21 May 1993 Sw.frs.	Balance due on 21 May 1993 Sw.frs.	Years partly or fully outstanding
A. *States which have arrears of contributions due of less than two years*				
Afghanistan	41 156	–	41 156	1991-92
Albania	49 185	–	49 185	1991-92
Angola	36 500	–	36 500	1991-92
Argentina	1 607 994	–	1 607 994	1992
Bahamas	82 612	50 788	31 824	1992
Bahrain	62 335	–	62 335	1992
Bangladesh	4 283	–	4 283	1992
Belarus	1 506 818	–	1 506 818	1991-92
Benin	42 750	–	42 750	1991-92
Bolivia	1 897	–	1 897	1992
Botswana	3 406	–	3 406	1992
Brazil	12 000 727	3 628 635	8 372 092	1991-92
Burkina Faso	60 198	–	60 198	1991-92
Burundi	62 404	62 404	–	–
Cameroon	92 483	92 483	–	–
Cape Verde	60 269	–	60 269	1991-92
Central African Republic	59 701	–	59 701	1991-92
Chile	234 148	–	234 148	1992
Colombia	35 219	–	35 219	1992
Korea, Republic of	1 090 000	–	1 090 000	1992
Costa Rica	168 982	99 373	69 609	1991-92
Cote d'Ivoire	45 553	–	45 553	1992
Cuba	646 552	124 221	522 331	1991-92
El Salvador	41 233	–	41 233	1991-92
United Arab Emirates	597 379	–	597 379	1992
Ecuador	249 701	106 614	143 087	1991-92
United States	39 001 329	5 341 820	33 659 509	1992
Gabon	117 266	90 000	27 266	1992
Ghana	60 102	–	60 102	1991-92
Grenada	47 648	–	47 648	1991-92
Guinea-Bissau	44 576	–	44 576	1991-92
Honduras	4 386	4 386	–	–
Iran, Islamic Republic of	6 068 425	1 965 000	4 103 425	1991-92
Israel	638 600	–	638 600	1992
Jamaica	2 923	2 923	–	–
Kenya	15 627	–	15 627	1992
Libyan Arab Jamahiriya	1 619 156	–	1 619 156	1991-92
Madagascar	54 602	–	54 602	1991-92
Morocco	124 798	–	124 798	1992
Mauritania	59 803	–	59 803	1991-92
Mongolia	59 799	28 634	31 165	1992
Niger	73 277	23 732	49 545	1991-92
Nigeria	1 130 895	465 577	665 318	1991-92
Papua New Guinea	24 314	24 314	–	–
Philippines	199 920	–	199 920	1992
Russian Federation[1]	59 649 719	6 007 325	53 642 394	1991-92
Rwanda	59 850	–	59 850	1991-92
Sao Tome and Principe	18 939	–	18 939	1992
Senegal	59 282	–	59 282	1991-92
Seychelles	31 436	–	31 436	1992
Suriname	31 441	–	31 441	1992
Swaziland	31 389	31 389	–	–
Syrian Arab Republic	125 764	125 764	–	–
Togo	31 100	–	31 100	1992
Trinidad and Tobago	234 131	–	234 131	1991-92
Tunisia	36 069	36 069	–	–
Ukraine	5 662 359	187 993	5 474 366	1991-92
Uruguay	126 124	125 764	360	1992
Venezuela	1 776 128	–	1 776 128	1992
Zaire	46 011	–	46 011	1991-92
Zimbabwe	72 806	23 661	49 145	1992
Total – States which have arrears of contributions due of less than two years	136 223 479	18 648 869	117 574 610	

State (French alphabetical order)	Arrears due on 1 January 1993 Sw.frs.	Amount received to 21 May 1993 Sw.frs.	Balance due on 21 May 1993 Sw.frs.	Years partly or fully outstanding
B. *States which are two years or more in arrears and which are subject to paragraph 4 of article 13 of the Constitution*				
Antigua and Barbuda	60 630	–	60 630	1990-92
Cambodia	484 281	–	484 281	1974-92
Comoros[6]	308 881	–	308 881	1980-92
Djibouti	92 899	–	92 899	1989-92
Dominican Republic[7]	932 962	–	932 962	1970-76 1985-92
Guatemala	174 449	–	174 449	1990-92
Guinea	64 814	–	64 814	1990-92
Equatorial Guinea	158 433	–	158 433	1987-92
Guyana	207 667	–	207 667	1985-92
Haiti	87 117	–	87 117	1990-92
Solomon Islands	60 355	–	60 355	1991-92
Iraq	1 704 566	–	1 704 566	1988-92
Lao People's Democratic Rep.	72 275	–	72 275	1988-89 1992
Lebanon	89 054	10 557	78 497	1990-92
Liberia	156 177	–	156 177	1987-92
Paraguay[8]	1 055 183	56 644	998 539	1964-90
Peru	522 741	–	522 741	1990-92
Poland[9]	11 864 127	790 942	11 073 185	1982-87
Romania[10]	2 092 670	295 285	1 797 385	1986-89
Sierra Leone	318 287	17 680	300 607	1980-92
Somalia	151 196	–	151 196	1988-92
Chad[11]	117 532	–	117 532	1977-82
Yemen	131 072	31 441	99 631	1990-92
Yugoslavia[3]	4 119 637	–	4 119 637	1989-92
Total – Arrears of contributions due by member States which are two years or more in arrears and which are therefore subject to the provisions of paragraph 4 of article 13 of the Constitution	25 027 005	1 202 549	23 824 456	
C. *Amounts due by States when they ceased to be Members of the ILO*				
South Africa	522 727	–	522 727	1964-66
Albania	135 142	–	135 142	1964-67
Paraguay[8]	245 066	–	245 066	1937
Viet Nam	173 198	–	173 198	1982-85
Total – Amounts due by States when they ceased to be Members of the ILO	1 076 133	–	1 076 133	
Total – Arrears of contributions and amounts due by States when they ceased to be Members of the ILO	162 326 617	19 851 418	142 475 199	

For footnotes see pages 26 and 27.

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[1] *Assessed contributions for 1993 of the Russian Federation, Armenia, Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania, the Republic of Moldova and Uzbekistan* – The 79th (June 1992) Session of the International Labour Conference adopted a scale of assessments for the year 1993 which included the Russian Federation at a rate of assessment of 9.34 per cent. Additionally, the Conference decided that the rates of assessment for 1993 of Azerbaijan, Estonia, Kyrgyzstan, Latvia and Lithuania, for which rates of assessment had not yet been established in the United Nations (UN), would be the same as the rates at which they would be assessed for 1993 in the UN, and that their rates of assessment would be deducted from the rate of assessment of the Russian Federation for 1993. The Conference further decided that the rates of assessment for 1993 of any other States which had formed part of the former Union of Soviet Socialist Republics (USSR) which may become Members of the ILO before 1 January 1993 would also be the same as the rates at which they would be assessed for 1993 in the UN, and that the total of their rates of assessment also be deducted from the rate of assessment for the Russian Federation for 1993. Armenia, the Republic of Moldova and Uzbekistan became Members of the ILO prior to 1 January 1993. The rates of assessment and the assessed contributions for the Russian Federation and the above new member States for 1993 take into account the above decisions of the Conference, and are summarized as follows:

Assessed contributions

	%	*Amount*	%	*Amount*
Original assessment of the Russian Federation			9.34	29 365 870
Less – Assessment of new member States which had previously formed part of the former USSR				
Armenia	0.13	408 733		
Azerbaijan	0.22	691 701		
Estonia	0.07	220 087		
Kyrgyzstan	0.06	188 646		
Latvia	0.13	408 733		
Lithuania	0.15	471 614		
Moldova, Republic of	0.15	471 614		
Uzbekistan	0.26	817 465	1.17	3 678 593
Adjusted assessment of the Russian Federation			8.17	25 687 277

[2] *Slovakia* – This amount represents a provisional payment against the 1993 contributions of Slovakia pending the assessment of Slovakia for 1993 by the International Labour Conference. See also note 4.

[3] *Yugoslavia* – The percentage and amounts shown in table 1.I.B in respect of 1993 represent the assessment made by the 79th (June 1992) Session of the International Labour Conference on the former Socialist Federal Republic of Yugoslavia. The forthcoming 80th (June 1993) Session of the International Labour Conference will consider a proposal made by the Governing Body at its 255th (March 1993) Session that the rates of assessment for 1993 of Croatia and Slovenia be set at 0.13 per cent and 0.09 per cent respectively and that the total of their rate of assessment be deducted from the rate of assessment of Yugoslavia for 1993. In the event that this proposal is adopted by the Conference the 1993 assessments of Croatia and Slovenia would be 408,733 Swiss francs and 282,969 Swiss francs respectively, a total of 691,702 Swiss francs, which would be deducted from the amount shown as being assessed on Yugoslavia. Additionally, the Conference will consider a proposal by the Governing Body that the contributions of Croatia and Slovenia for the periods of their membership in 1992 be based on the same percentage rates of 0.13 per cent and 0.09 per cent respectively and that their resulting assessments for 1992 be deducted from the 1992 assessment of Yugoslavia. In the event that this proposal is adopted by the Conference the resulting assessments for Croatia and Slovenia for the periods of their membership in 1992 would be 206,600 Swiss francs and 167,771 Swiss francs, a total of 374,371 Swiss francs, which would be deducted from the arrears of contributions due from Yugoslavia included in table 1.II.B.

[4] *Czechoslovakia* – The percentage and amounts shown represent the assessment made by the 79th (June 1992) Session of the International Labour Conference on the former Czech and Slovak Federal Republic (Czechoslovakia). Czechoslovakia ceased to exist on 31 December 1992 and the Czech Republic and Slovakia have undertaken to provisionally cover the assessment in the proportions of two-thirds and one-third respectively.

[5] *Russian Federation* – In a letter of 26 December 1991 addressed to the Director-General by the Permanent Mission of the Russian Federation to the United Nations Office and other international organizations in Geneva transmitting a note from the Ministry of Foreign Affairs, the Russian Federation indicated, inter alia, that it "remains responsible in full for all rights and obligations of the USSR in the International Labour Organization including the financial obligations". The forthcoming 80th (June 1993) Session of the International Labour Conference will consider a proposal made by the Governing Body at its 255th (March 1993) Session that the contributions of the eight new member States that formed part of the former USSR referred to in Note 1 above for the periods of their membership in 1991 and 1992 be based on the same assessment rates as shown in Note 1 and that the total of their resulting assessments for 1991 and 1992 be deducted from the assessments of the former USSR for those years. In the event that this proposal is adopted by the Conference, the assessments for each of the new member States for the periods of their membership in 1991 and/or 1992 would be as follows:

	1991 *Swiss francs*	*1992* *Swiss francs*	*Total* *Swiss francs*
Armenia	–	40 203	40 203
Azerbaijan	–	429 006	429 006
Estonia	–	212 871	212 871
Kyrgyzstan	–	142 258	142 258
Latvia	29 864	408 733	438 597
Lithuania	105 752	471 615	577 367
Moldova, Republic of	–	266 733	266 733
Uzbekistan	–	384 164	384 164
	135 616	2 355 583	2 491 199

The total of the above assessments of 2,491,199 Swiss francs would be deducted from the arrears of contributions due from the Russian Federation (under the above undertaking of 26 December 1991) included in table 1.II.A.

[6] *Comoros* – In accordance with the arrangement approved by the Conference at its 70th Session (1984), the Comoros is called upon: (a) to pay in 1985 its 1985 contribution ($12,737) in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that will have accumulated up to and including 31 December 1984, amounting to $56,739, by the payment of nine equal annual instalments of $5,674 beginning in 1985 and a final instalment of $5,673. The Conference also decided at its 70th Session (1984), under paragraph 4 of article 13 of the Constitution, that the Comoros should be permitted to vote. The Comoros made a payment ($5,000) on account of its 1985 annuity in 1986. The Comoros failed to comply with the terms of its arrangement in 1985 and therefore lost the right to vote as from 1 January 1986. The arrears of contributions now due

from the Comoros of 308,881 Swiss francs include 90,544 Swiss francs due in respect of arrears to the end of 1984 and its contributions from 1985 to 1992 amounting to 218,337 Swiss francs.

[7] *Dominican Republic* – In accordance with the arrangement approved by the Conference at its 63rd Session (1977), the Dominican Republic is called upon: (a) to pay its current contribution for the year 1977 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1976, amounting to $266,286, by the payment of 19 equal annual instalments of $13,314 beginning in 1977 and a final instalment of $13,320. The Conference at its 65th Session (1979) decided, under paragraph 4 of article 13 of the ILO Constitution, that the Dominican Republic should be permitted to vote. The Dominican Republic paid its annuities and contributions for 1977 to 1984 inclusive. The Dominican Republic failed to comply with the terms of its arrangements in 1985 and therefore lost the right to vote as from 1 January 1986. The arrears of contributions now due from the Dominican Republic of 932,962 Swiss francs comprise 279,603 Swiss francs due in respect of arrears to the end of 1976 and its contributions from 1985 to 1992 of 653,359 Swiss francs.

[8] *Paraguay* – In accordance with the arrangement approved by the Conference at its 78th Session (1991), Paraguay is called upon: (a) to pay in full in 1991 its contribution for the year 1991 together with its contribution due to the Working Capital Fund of the Organization of 2,625 Swiss francs; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1990, amounting in total to 1,174,753 Swiss francs, by the payment of 19 equal annual instalments of 58,738 Swiss francs beginning in 1991 and a final instalment of 58,731 Swiss francs. The Conference also decided at its 78th Session that Paraguay should be permitted to vote in accordance with paragraph 4 of article 13 of the ILO Constitution. Paraguay has paid its contribution to the Working Capital Fund, its annuities and contributions for 1991 to 1993 and thus has the right to vote. Paraguay also owes 245,066 Swiss francs in respect of contributions to the ILO and other League of Nations organizations for the period prior to 1939. The Conference at its 45th Session (1961) decided that these arrears should be cancelled, such cancellation to become effective on the payment by Paraguay of all its arrears of contributions due since 5 September 1956, the date when Paraguay rejoined the Organization.

[9] *Poland* – In accordance with the arrangement approved by the Conference at its 75th Session (1988), Poland is called upon: (a) to pay in 1988 its contribution for the year 1988 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1987, amounting to $9,039,336, by the payment of 19 equal annual instalments of $451,967 beginning in 1988 and a final instalment of $451,963. At its 75th Session (1998) the Conference also decided that Poland should be permitted to vote in accordance with paragraph 4 of article 13 of the ILO Constitution. Poland has paid its annuities and contributions for 1988 to 1993 and thus has the right to vote. The arrears of contributions now due from Poland of 11,073,185 Swiss francs represent the balance of its consolidated arrears to the end of 1987.

[10] *Romania* – In accordance with the arrangement approved by the Conference at its 77th Session (1990), Romania is called upon: (a) to pay in full in 1990 its contribution for the year 1990; (b) in subsequent years to pay its current contribution in full in the year in which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1989 amounting in total to 2,875,816 Swiss francs by the payment of eight equal annual instalments of 359,477 Swiss francs beginning in 1990. The Conference also decided at its 77th Session (1990) that Romania should be permitted to vote in accordance with paragraph 4 of article 13 of the ILO Constitution. Romania has paid its annuities and contributions for 1990 to 1992, but as its 1992 obligations were not fully settled by 31 December 1992 it lost the right to vote as from 1 January 1993. The arrears of contributions now due from Romania of 1,797,385 Swiss francs represent the balance of its consolidated arrears of contributions to the end of 1989.

[11] *Chad* – In accordance with the arrangement approved by the Conference at its 69th Session (1983), Chad is called upon: (a) to pay in 1983 its contribution for the year 1983 in full; (b) in subsequent years to pay its current contribution in full in the year for which it is due; (c) to settle the arrears that have accumulated up to and including 31 December 1982, amounting to $122,107, by the payment of 19 equal annual instalments of $6,105 beginning in 1984 and a final instalment of $6,112. The Conference also decided at its 69th Session (June 1983) that Chad should be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution. Chad has paid its annuities and contributions for 1983 to 1992 and thus has the right to vote. The arrears of contributions due from Chad of 117,532 Swiss francs represent the balance of its consolidated arrears to the end of 1982.

APPENDIX V

Scales of assessment

	State (French alphabetical order)	Original UN assessments 1992-94 (See Note) Col. 1 %	ILO assessments 1993 (See Note) Col. 2 %	Revised UN assessments 1993-94 Col. 3 %	ILO assessments 1994 Col. 4 %	Increase or decrease (difference between Cols. 2 & 4) %
1	Afghanistan	0.01	0.01	0.01	0.01	-
2	Albania	0.01	0.01	0.01	0.01	-
3	Algeria	0.16	0.16	0.16	0.16	-
4	Germany	8.93	8.86	8.93	8.95	0.09
5	Angola	0.01	0.01	0.01	0.01	-
6	Antigua and Barbuda	0.01	0.01	0.01	0.01	-
7	Saudi Arabia	0.96	0.95	0.96	0.96	0.01
8	Argentina	0.57	0.56	0.57	0.57	0.01
9	Armenia	-	-	0.13	0.13	0.13
10	Australia	1.51	1.50	1.51	1.52	0.02
11	Austria	0.75	0.74	0.75	0.75	0.01
12	Azerbaijan	-	-	0.22	0.22	0.22
13	Bahamas	0.02	0.02	0.02	0.02	-
14	Bahrain	0.03	0.03	0.03	0.03	-
15	Bangladesh	0.01	0.01	0.01	0.01	-
16	Barbados	0.01	0.01	0.01	0.01	-
17	Belarus	0.31	0.31	0.48	0.48	0.17
18	Belgium	1.06	1.05	1.06	1.06	0.01
19	Belize	0.01	0.01	0.01	0.01	-
20	Benin	0.01	0.01	0.01	0.01	-
21	Bolivia	0.01	0.01	0.01	0.01	-
22	Botswana	0.01	0.01	0.01	0.01	-
23	Brazil	1.59	1.58	1.59	1.60	0.02
24	Bulgaria	0.13	0.13	0.13	0.13	-
25	Burkina Faso	0.01	0.01	0.01	0.01	-
26	Burundi	0.01	0.01	0.01	0.01	-
27	Cambodia	0.01	0.01	0.01	0.01	-
28	Cameroon	0.01	0.01	0.01	0.01	-
29	Canada	3.11	3.09	3.11	3.12	0.03
30	Cape Verde	0.01	0.01	0.01	0.01	-
31	Central African Republic	0.01	0.01	0.01	0.01	-
32	Chile	0.08	0.08	0.08	0.08	-
33	China	0.77	0.76	0.77	0.77	0.01
34	Cyprus	0.02	0.02	0.02	0.02	-
35	Colombia	0.13	0.13	0.13	0.13	-
36	Comoros	0.01	0.01	0.01	0.01	-
37	Congo	0.01	0.01	0.01	0.01	-
38	Korea, Republic of	0.69	0.68	0.69	0.69	0.01
39	Costa Rica	0.01	0.01	0.01	0.01	-
40	Côte d'Ivoire	0.02	0.02	0.02	0.02	-
41	Croatia	-	-	0.13	0.13	0.13
42	Cuba	0.09	0.09	0.09	0.09	-
43	Denmark	0.65	0.64	0.65	0.65	0.01
44	Djibouti	0.01	0.01	0.01	0.01	-
45	Dominican Republic	0.02	0.02	0.02	0.02	-

	State (French alphabetical order)	Original UN assessments 1992-94 (See Note) Col. 1 %	ILO assessments 1993 (See Note) Col. 2 %	Revised UN assessments 1993-94 Col. 3 %	ILO assessments 1994 Col. 4 %	Increase or decrease (difference between Cols. 2 & 4) %
46	Dominica	0.01	0.01	0.01	0.01	-
47	Egypt	0.07	0.07	0.07	0.07	-
48	El Salvador	0.01	0.01	0.01	0.01	-
49	United Arab Emirates	0.21	0.21	0.21	0.21	-
50	Ecuador	0.03	0.03	0.03	0.03	-
51	Spain	1.98	1.96	1.98	1.99	0.03
52	Estonia	-	-	0.07	0.07	0.07
53	United States	25.00	25.00	25.00	25.00	-
54	Ethiopia	0.01	0.01	0.01	0.01	-
55	Fiji	0.01	0.01	0.01	0.01	-
56	Finland	0.57	0.56	0.57	0.57	0.01
57	France	6.00	5.95	6.00	6.01	0.06
58	Gabon	0.02	0.02	0.02	0.02	-
59	Ghana	0.01	0.01	0.01	0.01	-
60	Greece	0.35	0.35	0.35	0.35	-
61	Grenada	0.01	0.01	0.01	0.01	-
62	Guatemala	0.02	0.02	0.02	0.02	-
63	Guinea	0.01	0.01	0.01	0.01	-
64	Guinea-Bissau	0.01	0.01	0.01	0.01	-
65	Equatorial Guinea	0.01	0.01	0.01	0.01	-
66	Guyana	0.01	0.01	0.01	0.01	-
67	Haiti	0.01	0.01	0.01	0.01	-
68	Honduras	0.01	0.01	0.01	0.01	-
69	Hungary	0.18	0.18	0.18	0.18	-
70	Solomon Islands	0.01	0.01	0.01	0.01	-
71	India	0.36	0.36	0.36	0.36	-
72	Indonesia	0.16	0.16	0.16	0.16	-
73	Iran, Islamic Republic of	0.77	0.76	0.77	0.77	0.01
74	Iraq	0.13	0.13	0.13	0.13	-
75	Ireland	0.18	0.18	0.18	0.18	-
76	Iceland	0.03	0.03	0.03	0.03	-
77	Israel	0.23	0.23	0.23	0.23	-
78	Italy	4.29	4.26	4.29	4.30	0.04
79	Jamaica	0.01	0.01	0.01	0.01	-
80	Japan	12.45	12.36	12.45	12.48	0.12
81	Jordan	0.01	0.01	0.01	0.01	-
82	Kenya	0.01	0.01	0.01	0.01	-
83	Kyrgyzstan	-	-	0.06	0.06	0.06
84	Kuwait	0.25	0.25	0.25	0.25	-
85	Lao, People's Dem. Republic	0.01	0.01	0.01	0.01	-
86	Lesotho	0.01	0.01	0.01	0.01	-
87	Latvia	-	-	0.13	0.13	0.13
88	Lebanon	0.01	0.01	0.01	0.01	-
89	Liberia	0.01	0.01	0.01	0.01	-
90	Libyan Arab Jamahiriya	0.24	0.24	0.24	0.24	-

	State (French alphabetical order)	Original UN assessments 1992-94 (See Note) Col. 1 %	ILO assessments 1993 (See Note) Col. 2 %	Revised UN assessments 1993-94 Col. 3 %	ILO assessments 1994 Col. 4 %	Increase or decrease (difference between Cols. 2 & 4) %
91	Lithuania	-	-	0.15	0.15	0.15
92	Luxembourg	0.06	0.06	0.06	0.06	-
93	Madagascar	0.01	0.01	0.01	0.01	-
94	Malaysia	0.12	0.12	0.12	0.12	-
95	Malawi	0.01	0.01	0.01	0.01	-
96	Mali	0.01	0.01	0.01	0.01	-
97	Malta	0.01	0.01	0.01	0.01	-
98	Morocco	0.03	0.03	0.03	0.03	-
99	Mauritius	0.01	0.01	0.01	0.01	-
100	Mauritania	0.01	0.01	0.01	0.01	-
101	Mexico	0.88	0.87	0.88	0.88	0.01
102	Moldova, Republic of	-	-	0.15	0.15	0.15
103	Mongolia	0.01	0.01	0.01	0.01	-
104	Mozambique	0.01	0.01	0.01	0.01	-
105	Myanmar	0.01	0.01	0.01	0.01	-
106	Namibia	0.01	0.01	0.01	0.01	-
107	Nepal	0.01	0.01	0.01	0.01	-
108	Nicaragua	0.01	0.01	0.01	0.01	-
109	Niger	0.01	0.01	0.01	0.01	-
110	Nigeria	0.20	0.20	0.20	0.20	-
111	Norway	0.55	0.54	0.55	0.55	0.01
112	New Zealand	0.24	0.24	0.24	0.24	-
113	Uganda	0.01	0.01	0.01	0.01	-
114	Uzbekistan	-	-	0.26	0.26	0.26
115	Pakistan	0.06	0.06	0.06	0.06	-
116	Panama	0.02	0.02	0.02	0.02	-
117	Papua New Guinea	0.01	0.01	0.01	0.01	-
118	Paraguay	0.02	0.02	0.02	0.02	-
119	Netherlands	1.50	1.49	1.50	1.50	0.01
120	Peru	0.06	0.06	0.06	0.06	-
121	Philippines	0.07	0.07	0.07	0.07	-
122	Poland	0.47	0.47	0.47	0.47	-
123	Portugal	0.20	0.20	0.20	0.20	-
124	Qatar	0.05	0.05	0.05	0.05	-
125	Romania	0.17	0.17	0.17	0.17	-
126	United Kingdom	5.02	4.98	5.02	5.03	0.05
127	Russian Federation	9.41	9.34	6.71	6.72	(2.62)
128	Rwanda	0.01	0.01	0.01	0.01	-
129	St. Lucia	0.01	0.01	0.01	0.01	-
130	San Marino	0.01	0.01	0.01	0.01	-
131	Sao Tome and Principe	0.01	0.01	0.01	0.01	-
132	Senegal	0.01	0.01	0.01	0.01	-
133	Seychelles	0.01	0.01	0.01	0.01	-
134	Sierra Leone	0.01	0.01	0.01	0.01	-
135	Singapore	0.12	0.12	0.12	0.12	-

	State (French alphabetical order)	Original UN assessments 1992-94 (See Note) Col. 1 %	ILO assessments 1993 (See Note) Col. 2 %	Revised UN assessments 1993-94 Col. 3 %	ILO assessments 1994 Col. 4 %	Increase or decrease (difference between Cols. 2 & 4) %
136	Slovakia	0.18	0.18	-	0.18	-
137	Slovenia	-	-	0.09	0.09	0.09
138	Somalia	0.01	0.01	0.01	0.01	-
139	Sudan	0.01	0.01	0.01	0.01	-
140	Sri Lanka	0.01	0.01	0.01	0.01	-
141	Sweden	1.11	1.10	1.11	1.11	0.01
142	Switzerland	1.16	1.15	1.16	1.16	0.01
143	Suriname	0.01	0.01	0.01	0.01	-
144	Swaziland	0.01	0.01	0.01	0.01	-
145	Syrian Arab Republic	0.04	0.04	0.04	0.04	-
146	Tanzania, United Republic of	0.01	0.01	0.01	0.01	-
147	Chad	0.01	0.01	0.01	0.01	-
148	Czech Republic	0.37	0.36	-	0.37	0.01
149	Thailand	0.11	0.11	0.11	0.11	-
150	Togo	0.01	0.01	0.01	0.01	-
151	Trinidad and Tobago	0.05	0.05	0.05	0.05	-
152	Tunisia	0.03	0.03	0.03	0.03	-
153	Turkey	0.27	0.27	0.27	0.27	-
154	Ukraine	1.18	1.17	1.87	1.88	0.71
155	Uruguay	0.04	0.04	0.04	0.04	-
156	Venezuela	0.49	0.49	0.49	0.49	-
157	Viet Nam	0.01	0.01	0.01	0.01	-
158	Yemen	0.01	0.01	0.01	0.01	-
159	Yugoslavia	0.42	0.42	0.16	0.16	(0.26)
160	Zaire	0.01	0.01	0.01	0.01	-
161	Zambia	0.01	0.01	0.01	0.01	-
162	Zimbabwe	0.01	0.01	0.01	0.01	-
	TOTAL	100.57	100.00	99.31	100.00	-

Note: The percentage rates of assessment included for the Czech Republic and Slovakia represent the rate of assessment of the former Czechoslovakia, allocated between the two Republics in the proportions of two thirds and one third respectively.

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Second item on the agenda: Programme and Budget Proposals and other Financial Questions

Further information and proposals submitted by the Governing Body of the International Labour Office to the 80th Session of the Conference 1

No. 4 – Thursday, 3 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

4 A

First Report of the Finance Committee of Government Representatives

1. The Finance Committee of Government Representatives met on 3 June 1993 with Mr. Y. Chotard (France) as Chairman and Reporter, and Dr. Shah M. Farid (Bangladesh) as Vice-Chairman.

REQUEST OF THE GOVERNMENT OF ROMANIA, UNDER PARAGRAPH 4 OF ARTICLE 13 OF THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANIZATION, FOR PERMISSION TO VOTE

2. The Committee had before it a request from the Government of Romania for permission to vote at the Conference. This request was referred to the Finance Committee as a matter of urgency in accordance with paragraph 1 of Article 31 of the Standing Orders of the Conference.

3. The text of the request, dated 16 March 1993, is as follows:

(Translated from French)
Romania
Ministry of Labour and Social Protection
Office of the Minister

Bucharest, 16 March 1993

Mr. Director-General

I am pleased to inform you that the final instalment of Romania's contribution for 1992, Sw.Frs.195,285.00, was transferred into the International Labour Office's account at Citibank, Zurich, Switzerland on 5 February 1993. This means that once again the conditions are fulfilled to enable us to benefit from the arrangement concerning the settlement of Romania's overdue payments as approved by the International Labour Conference in June 1990, with regard to exercising the right to vote.

I would also like to inform you that in spite of the economic and financial difficulties Romania faces we are going to continue to take the steps necessary to put into place, at some time in the future, a priority system for the purchase of convertible currencies to enable us to pay the contributions resulting from our membership of the International Labour Organization in a timely fashion, as well as the remaining annual instalments.

In the light of the above and bearing in mind the fact that my country wishes to participate fully in the work of the International Labour Organization, I would like to ask you to transmit to the International Labour Conference my Government's formal request that, in accordance with Article 13, Paragraph 4, of the Organization's Constitution, Romania may once again have the right to vote for so long as it makes the payments as provided in Article 32.2 of the Standing Rules of the Conference.

Yours faithfully,

(Signed) DAN MIRCEA POPESCU
Minister of State,
Minister of Labour and Social Protection

4. The Committee noted that paragraph 4 of article 13 of the Constitution of the International Labour Organization provides as follows:

> 4. A Member of the Organisation which is in arrears in the payment of its financial contribution to the Organisation shall have no vote in the Conference, in the Governing Body, in any committee, or in the elections of members of the Governing Body, if the amount of its arrears equals or exceeds the amount of the contributions due from it for the preceding two full years: Provided that the Conference may by a two-thirds majority of the votes cast by the delegates present permit such a Member to vote if it is satisfied that the failure to pay is due to conditions beyond the control of the Member.

5. The Committee also noted that article 31 of the Standing Orders of the Conference provides as follows:

> *Article 31*
>
> *Procedure where proposal is made to permit a Member in arrears to vote*
>
> 1. Any request or proposal that the Conference should nevertheless permit a Member which is in arrears in the payment of its contributions to vote in accordance with article 13, paragraph 4, of the Constitution shall be referred in the first instance to the Finance Committee of the Conference, which shall report thereon as a matter of urgency.
>
> 2. Pending a decision on the request or proposal by the Conference, the Member shall not be entitled to vote.
>
> 3. The Finance Committee shall submit to the Conference a report giving its opinion on the request or proposal.
>
> 4. If the Finance Committee, having found that the failure to pay is due to conditions beyond the control of the Member, thinks fit to propose to the Conference that the Member should nevertheless be permitted to vote in accordance with article 13, paragraph 4, of the Constitution, it shall in its report –
>
> (a) explain the nature of the conditions beyond the Member's control;
>
> (b) give an analysis of the financial relations between the Member and the Organisation during the preceding ten years;
>
> (c) indicate the measures which should be taken in order to settle the arrears.
>
> 5. Any decision which may be taken by the Conference to permit a Member which is in arrears in the payment of its contribution to vote notwithstanding such arrears may be made conditional upon the Member complying with any recommendations for settling the arrears which may be made by the Conference.

6. In examining the financial relations between Romania and the Organization for the preceding ten years, the Committee noted that the 77th Session (1990) of the Conference adopted an arrangement proposed by the Government of Romania for the settlement of arrears of contributions due for the period 1984-89 of 2,875,816 Swiss francs, made up as follows:

Years	Assessed contributions	Amounts received 1981-89	Arrears of contributions due at the end of 1989		Assessed contributions in Swiss francs	Amounts received in 1990	Arrears of contributions currently due
				Converted to Swiss francs 1 Jan. 1990			
	US$	US$	US$	SFR	SFR	SFR	SFR
1981-82	295 531	—	295 531	517 180	—	517 180	—
1983	259 108	—	259 108	453 439	—	453 439	—
1984	242 007	—	242 007	423 512	—	—	423 512
1985	242 007	—	242 007	423 512	—	—	423 512
1986	240 483	—	240 483	420 845	—	—	420 845
1987	240 483	—	240 483	420 845	—	—	420 845
1988	308 617	—	308 617	540 080	—	—	540 080
1989	369 727	—	369 727	647 022	—	—	647 022
	2 197 963	—	2 197 963	3 846 435	—	970 619	2 875 816

7. The terms of the Conference arrangement were:

(a) in 1990, Romania would pay in full its contribution for the year 1990;

(b) in subsequent years Romania would continue to pay its current contribution in full in the year for which it was due;

(c) Romania would settle the arrears that had accumulated up to and including 31 December 1989, amounting in total to 2,875,816 Swiss francs, by the payment of eight equal annual instalments of 359,477 Swiss francs, beginning in 1990.

8. Romania has settled all of its obligations for 1990 and 1991 under the terms of the Conference arrangement. At the end of 1992, Romania had paid the annuity due against its arrears for that year and 302,094 Swiss francs against its 1992 contribution of 597,379 Swiss francs, leaving a shortfall in payments against 1992 obligations of 295,285 Swiss francs. As a result, on 1 January 1993 the terms of paragraph 2 of article 32 of the Standing Orders of the Conference no longer applied to Romania and it lost its right to vote in the Organization. The shortfall in 1992 has since been covered by two payments of 50,000 Swiss francs on 5 and 26 January 1993 and a payment of 195,285 Swiss francs received on 5 February 1993.

9. The representative of Romania said that for the reasons described in the document before the Committee it had not been possible in 1992 for his Government to comply with the terms of the 1990 arrangement. His country still wanted to participate fully in the work of the ILO and he hoped the Committee would be able to recommend that the plenary of the Conference grant Romania the right to vote.

10. The representative of the Director-General (the Treasurer and Financial Comptroller), in reply to a query, confirmed that Romania's obligation for the year 1992 had now been met in full. It was simply because full payment had not been received before 31 December 1992 that this matter was now before the Committee.

11. The representative of Germany thought that a slight delay in receiving amounts due under the arrangement should not be a reason to be excluded and he supported Romania's request for the right to vote.

12. *The Committee, being satisfied that the failure of Romania to pay its arrears was due to conditions beyond its control, in accordance with the provisions of article 4 of paragraph 31 of the Standing Orders of the Conference, reports to the Conference as follows:*

(a) *the Committee finds that the failure of Romania to pay in full its arrears was due to conditions beyond its control, as explained in the letter appearing in paragraph 3 above;*

(b) *the financial relations between Romania and the Organization for the preceding ten years have been set out in paragraph 6 above;*

(c) *the Government of Romania has paid the balance of the amounts due in 1992 on 5 February 1993, thus bringing itself up to date within the terms of the arrangement for the settlement of its arrears approved by the 77th (1990) Session of the Conference.*

13. *The Committee accordingly recommends the adoption by the Conference of the resolution concerning the granting to Romania of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organization, the text of which appears at the end of this report.*

14. The Committee also agreed to authorize the Chairman and Reporter to adopt on its behalf the First Report of the Finance Committee of Government Representatives, so as to expedite the consideration by the Plenary of the Conference of the request for permission to vote from the Government of Romania.

Geneva, June 1993.

(Signed) Y. Chotard,
Chairman and Reporter.

Resolution concerning the granting to Romania of permission to vote under paragraph 4 of Article 13 of the Constitution of the International Labour Organization

The General Conference of the International Labour Organization:

Having regard to the terms of the financial arrangement adopted by the Conference at its 77th Session (1990) for the settlement of the arrears of Romania;

Having regard further to the fact that Romania has brought itself up to date within the terms of the financial arrangement by payment of the balance of the amounts due in 1992 on 5 February 1993;

Decides that Romania be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organization.

No. 4A – Monday, 7 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

5

REPORTS OF THE SELECTION COMMITTEE

FIRST REPORT

Election of the Officers of the Committee

The Selection Committee elected its Officers as follows:

Chairman:	Mr. Zuala (Government member, India)
Employers' Vice-Chairman:	Mr. M'Kaissi (Employers' member, Tunisia)
Workers' Vice-Chairman:	Mrs. Carr (Workers' member, Canada)

Discussion of the Reports of the Governing Body and the Director-General: opening date for the discussion and closing date for the list of speakers

The Selection Committee decided that the discussion of the Reports of the Governing Body and the Director-General would begin yesterday afternoon, Wednesday, 2 June and decided that the list of speakers would be closed on Thursday, 10 June at 12 noon, under the usual conditions.

Plan of work of Conference committees

The Selection Committee endorsed a plan of work for committees, which is not binding but will enable them, in organising their work, to take maximum possible account of the overall needs and possibilities of the Conference. The plan is appended in tabular form for the information of the Conference (Appendix II).

Governing Body elections

The Selection Committee decided that the Electoral Colleges for elections to the Governing Body should meet on Wednesday, 9 June. The elections will occupy the whole day, and there will therefore be no other tripartite meetings on that day.

Electronic voting at the Conference

The Governing Body has over the past few years given consideration to the introduction of an electronic voting system at the Conference. At its 248th Session (November 1990) it decided that such a system should be introduced, and a suitable system has now been found and is expected to become operational at the present session of the Conference. The system can be used at present only during plenary sittings, but in the future it is planned to extend its use to committees.

Where a vote is conducted electronically, the same action will be performed by delegates whether the vote is by show of hands, a record vote or a secret ballot. The difference will lie in the results of the action. Where a vote by show of hands takes place, the computer system will register the identity of the delegates who have voted, and how they have voted. However, only the final voting figures are published, i.e., total votes in favour, total against, and the total number of abstentions, together with the quorum. In the case of a vote in a committee, the weighting coefficients will also be taken into account. In the case of a record vote, the difference would be that, in addition, the names of the delegates voting would be published, as required by the Standing Orders. In the case of a vote by secret ballot, the results would be the same as a vote by show of hands, the distinction lying in the fact that there will be absolutely no access possible to individual votes nor any computer record kept of how delegates voted.

At its 256th (May 1993) Session, the Governing Body gave consideration to the implications of the introduction of electronic voting for the application of the Standing Orders. The only issues that arise concern terminology (for example, in the case of a "vote by show of hands"), and the Governing Body decided that it was premature to make terminological changes in the Standing Orders without taking account of the broader practical implications and potentialities of electronic voting in the light of sufficient experience. The present session of the Conference hence offers an opportunity to gain such experience with a view to the subsequent amendment of the Standing Orders on the basis of an assessment of the potential and practical implications of the system. The Governing Body hence decided to propose that the Conference should simply decide on an ad hoc basis to use the electronic voting system at the present session, and accordingly recommends that the Conference adopt the following decision at the beginning of its present session:

> *Unless the Officers of the Conference otherwise decide for a given question or a given sitting, the different methods of voting set out in article 19 of the Standing Orders shall be implemented in the Plenary by means of the electronic system of voting outlined in Appendix I to this report.*

The Selection Committee recommends that the Conference adopt the above decision.

A description of the electronic voting system is attached in Appendix I to this report.

Suggestions to facilitate the work of the Conference

(a) *Quorum*

As in previous years, the Selection Committee invites the Conference to confirm the following principles:

(i) the quorum will be fixed provisionally, on the basis of the credentials received, in the brief report of the Chairman of the Governing Body on the day before the opening of the Conference, which is appended to the record of the first sitting of the Conference. This provisional quorum will remain unchanged until the Credentials Committee determines the quorum on the basis of registrations, it being understood that, if an important vote were to take place in the initial stages of the Conference (once the Credentials Committee has been appointed), the Conference might request the Credentials Committee to determine the quorum in an urgent report;

(ii) thereafter, the quorum will be adjusted, under the authority of the Credentials Committee, so as to take into account new registrations and notices of departure from delegates leaving the Conference;

(iii) delegates should register immediately on arrival, since the quorum is calculated on the basis of the number of delegates registered;

(iv) acceptance of appointment as a delegate implies an obligation to be available in Geneva personally or through an adviser authorized to act as a substitute for the work of the Conference until its end, since important votes often take place on the last day;

(v) delegates who are nevertheless obliged to leave the Conference before it finishes should give notice of their forthcoming departure to the secretariat of the Conference. (The form provided for indicating their date of departure also enables them to authorize an adviser to act and to vote in their place.) At group meetings held during the second half of the Conference the attention of members of the groups will be drawn to the importance of completing and handing in this form;

(vi) in addition, one Government delegate of a country may report the departure of the other Government delegate, and the Secretaries of the Employers' and Workers' groups may also give notice of the final departure of members of their groups who have not authorized advisers to act in their place;

(vii) when a record vote is taken in plenary while committees are sitting, delegates are both entitled and expected to leave committees to vote unless they are replaced by a substitute in plenary. Announcements are made in the committees to ensure that all delegates are aware that a record vote is about to take place. Appropriate arrangements will be made for committees meeting in the ILO building.

(b) Punctuality

The Selection Committee recommends the Conference to ask committee chairmen to start proceedings very punctually - except where a technical section has not yet completed its preliminary discussions - irrespective of the number of persons present, but on condition that votes will not be taken unless a quorum is clearly present.

(c) Negotiations

In order to facilitate more continuous negotiation in committees between the different groups, representatives of each group should meet with the chairman and reporter of the committee and with the representative of the Secretary-General, whenever this is desirable, to ensure that the leaders of each group know fully the minds of their colleagues in the other groups; normally such meetings are held before each group has committed itself to a definite position. The function of these informal meetings is to afford opportunities for a fuller understanding of differences of view before definite positions have crystallized.

Participation in Conference committees by Members having lost the right to vote

At its 239th Session (February-March 1988), the Governing Body considered the implications of the appointment, as regular members of Conference committees, of representatives of a member State which had lost the right to vote under Article 13.4 of the Constitution of the ILO. It noted that, while the appointment of employers' and workers' representatives from such a State had no practical implications, because the employers' and workers' groups operated an effective system under Article 56, paragraph 5(b) of the Conference Standing Orders for ensuring that deputy members of a committee voted in the place of regular members deprived of the right to vote, the same was not true of the Government group. As a result, if a Government that has lost the right to vote is appointed as a regular member of a committee, the distribution of votes between the three groups is distorted because the weighting of votes is based on the full regular membership and in practice the Government regular members of committees who are unable to vote do not make use of the possibility afforded by Article 56, paragraph 5(a) of appointing a deputy member to vote in their place.

The Governing Body accordingly recommended that, in order to avoid such distortions, members of the Government group should not apply for regular membership of committees if they were not at the time in question entitled to vote. Should this practice, which has been maintained at all sessions of the

Conference since 1987, for any reason not be fully respected, the weighting coefficients in committees should be calculated on the basis of the number of Government members entitled to vote.

The Selection Committee accordingly recommends to the Conference that the calculation of weighting co-efficients for votes in committees should be based on the number of regular Government members entitled to vote.

Requests for representation in Conference committees submitted by non-governmental international organizations

In accordance with Article 56, paragraph 9 of the Standing Orders of the Conference, the Selection Committee and its Officers recommend to the Conference that the following organizations be invited to be represented in the committees stated:

Committee on the Application of Standards

Amnesty International
Arab Lawyers' Union
Arab Organization for Human Rights
General Confederation of Trade Unions
International Centre for Trade Union Rights
International Council of Nurses
International Federation on Ageing
International Federation of Business and Professional Women
International Federation of Chemical, Energy and General Workers' Unions
International Federation of Commercial, Clerical, Professional and Technical Employees
International Federation of Plantation, Agricultural and Allied Workers
International Federation of University Women
International Federation of Women in Legal Careers
International Federation of Workers' Educational Associations
International Miners' Organization
International Movement ATD Fourth World
International Society for Labour Law and Social Security
Miners' International Federation
Postal, Telegraph and Telephone International
Public Services International
Trade Unions International of Public and Allied Employees
World Federation of United Nations Associations
World Jewish Congress
World Organization against Torture
World Veterans Federation

Committee on the Prevention of Industrial Accidents

General Confederation of Trade Unions
Hassan Fathy Institute for Construction Workers
International Alliance of Women
International Council of Nurses
International Federation of Chemical, Energy and General Workers' Unions
International Society for Labour Law and Social Security
International Transport Workers' Federation

Miners' International Federation
Postal, Telegraph and Telephone International
Public Services International
Trade Unions International of Public and Allied Employees
Trade Unions International of Workers in Energy
World Veterans Federation

Committee on Part-Time Work

General Confederation of Trade Unions
International Alliance of Women
International Association for Educational and Vocational Guidance
International Christian Union of Business Executives
International Confederation of Executive Staff
International Council for Adult Education
International Council of Nurses
International Council of Women
International Council on Social Welfare
International Federation on Ageing
International Federation of Business and Professional Women
International Federation of Commercial, Clerical, Professional and Technical Employees
International Federation of Plantation, Agricultural and Allied Workers
International Federation of University Women
International Federation of Women in Legal Careers
International Society for Labour Law and Social Security
Miners' International Federation
Postal, Telegraph and Telephone International
Public Services International
Socialist International Women
Soroptimist International
Trade Unions International of Public and Allied Employees
Trade Unions International of Textile, Clothing and Leather Workers
Women's International League for Peace and Freedom
World Federation of Clerical Workers
World Jewish Congress
World Movement of Christian Workers
World ORT Union
World Union of Catholic Women's Organizations
World Young Women's Christian Association
Zonta International

Committee on Technical Cooperation

International Christian Union of Business Executives
International Council of Women
International Federation of Air Traffic Controllers' Associations
International Federation of Plantation, Agricultural and Allied Workers
International Federation of Women in Legal Careers
International Federation of Workers' Educational Associations
International Miners' Organization
International Movement ATD Fourth World
International Society for Labour Law and Social Security
Miners' International Federation

Postal, Telegraph and Telephone International
Public Services International
Soroptimist International
Trade Unions International of Workers in Energy
World Federation of United Nations Associations
World Organization against Torture
World ORT Union

Committee on Apartheid

International Federation of Chemical, Energy and General Workers' Unions
International Federation of Commercial, Clerical, Professional and Technical Employees
International Federation of Workers' Educational Associations
Miners' International Federation
Postal, Telegraph and Telephone International
Public Services International
Women's International League for Peace and Freedom
World Federation of United Nations Associations
World Movement of Christian Workers
World Veterans Federation

Resolutions Committee

General Confederation of Trade Unions

The Selection Committee took note that the Governing Body had authorized the Director-General to inform the organizations concerned that they may nominate one person only for each agenda item in respect of which their interest has been recognized by the Selection Committee.

Consideration of the Director-General's
Report on the situation of workers of
the occupied Arab territories

On the basis of proposals submitted to it by the Director-General at the invitation of the Governing Body, the Selection Committee has decided to convene a special sitting for the discussion of the Appendix to the Director-General's Report dealing with the situation of workers of the occupied Arab territories, it being understood that speakers would have to confine their remarks at that sitting to this Appendix and that, conversely, that subject would not be discussed in the framework of the discussion on the remainder of the Report. It decided that the special sitting should be held in the afternoon of Thursday, 10 June.

In addition, the Selection Committee recommends the Conference to allow speakers who so wish to take the floor both on the General Report and during the special sitting, it being understood that the subject to be discussed in that sitting would not be discussed in the debate on the remainder of the Report.

It should be recalled in this connection that, according to Article 14, paragraph 6 of the Standing Orders of the Conference, the time-limit for speeches is a matter for the Conference to decide on the proposal of its Officers. In view of experience at the special sittings held during the 77th (1990), 78th (1991) and 79th (1992) Sessions of the Conference, and in particular of the large number of speakers who will probably wish to take the floor, the Selection Committee invites the President, after consulting the Vice-Presidents, to submit to the Conference for decision without debate a proposal concerning the duration of speeches in the special sitting, taking due account of the number of speakers registered. For this purpose the Selection Committee has decided that the list of speakers for the special sitting will be closed at 6 pm on Tuesday, 8 June.

The Selection Committee also noted that the Director-General intended to devote a part of his comprehensive reply to the discussion of his Report to drawing lessons from the special sitting.

Lastly, the Selection Committee decided that the following committees should not meet at the same time as the special sitting: Finance Committee, Resolutions Committee, Committee on Apartheid.

Eighth African Regional Conference: minimum timetable

At its 252nd Session the Governing Body approved a number of reforms in the procedure of regional conferences, based on the conclusions drawn from the reforms introduced on an experimental basis at the Eleventh Asian Regional Conference regarding the timetable and procedures. On the proposal of the Governing Body, at its 79th (1992) Session the Conference accordingly adopted a resolution providing for an interim procedural reform concerning the Thirteenth Conference of American States Members of the ILO (Caracas, December 1992). In the same vein, at its 256th Session (May 1993) the Governing Body decided to propose the following draft resolution to the Conference at its present session:

The General Conference of the International Labour Organization,

Recalling that, in the light of the reforms introduced on an experimental basis at the Eleventh Asian Regional Conference and the Thirteenth Conference of American States Members of the ILO to reduce the length and cost of regional conferences, the Governing Body has decided that it is necessary to continue the experimental procedure for the Eighth African Regional Conference and that, pending revision of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organization, authority should be given to the said Conference to derogate from them, as required, to implement these changes on an experimental basis before deciding on a possible revision of the above-mentioned Rules;

Hereby authorizes the Eighth African Regional Conference, by way of derogation from the applicable Rules:

(a) *to consider the business carried out at preliminary group meetings preceding the formal opening of the Conference as having been carried out in official group meetings;*

(b) *to dispense with the appointment of a Selection Committee and entrust its functions (except in respect of resolutions for which a Resolutions Committee may be appointed under article 13, paragraph 3 of the Rules) to the Officers of the Conference;*

(c) *to limit the composition of the Resolutions Committee to not more than five members from each group;*

(d) *to authorize, in case of need, any drafting subcommittee or other subsidiary body set up by a committee of the Conference to report direct to the plenary of the Conference instead of through the Committee;*

(e) *to suspend the requirement that reports on technical items of the agenda be dispatched by the Office so as to reach governments at least three months before the opening of the Conference if any such report is included in a single volume with the other reports of the Director-General, which would thus be required to reach governments two months beforehand;*

(f) to reduce the time-limit for addresses to the Conference from 15 to ten minutes.

As this resolution has already been examined in detail by the Governing Body, the Selection Committee refers the above resolution direct to the Conference for adoption.

Composition of the Credentials Committee

The Officers of the Selection Committee, on behalf of the Committee, propose to the Conference that the three members of the Credentials Committee should be the following:

Government member:	Mr. Ausman (Canada)
Employers' member:	Mr. Funes de Rioja (Argentina)
Workers' member:	Mr. Gray (United States)

Appointment of the Conference Drafting Committee

The Officers of the Selection Committee, on behalf of the Committee, recommend that, in accordance with the provisions of Article 6, paragraph 1 of the Standing Orders, the Conference Drafting Committee should be composed as follows:

The President of the Conference
The Secretary-General of the Conference
Mr. Maupain, Legal Adviser of the Conference
Mr. Bartolomei de la Cruz, Director of the International Labour Standards Department
Mr. Devlin, Assistant to the Legal Adviser of the Conference

Request for representation at the Conference submitted by an intergovernmental organization

The Officers of the Selection Committee, on the Committee's behalf, recommend to the Conference that the Regional Organization for the Protection of the Marine Environment should be invited to be represented at the 80th Session of the Conference, in accordance with Article 2, paragraph 3(b) of the Conference Standing Orders.

Changes in the composition of committees

The Officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the changes in the composition of committees attached in Appendix III. The full lists of the composition of committees are given in Appendix IV, which take account of these changes.

Geneva, 2 June 1993.

APPENDIX I

Description of the electronic voting system

The electronic system provides for votes (in most cases: yes, no, abstention) to be expressed by means of a keyboard on a "voting station" that will be made available to all delegates or persons empowered to vote on their behalf.

Where the electronic system is used, the subject and question to be voted on will be displayed, as well as the nature of the vote (show of hands, record vote or secret ballot) and the President or Chairman will announce the beginning of the vote. After the President or Chairman has made sure that all delegates have been given sufficient opportunity to record their vote in one of the voting stations available to them, the President or Chairman will announce the closure of the vote.

Where the method of vote is by show of hands, once all votes have been registered the final voting figures will be immediately displayed and subsequently published with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required.

Where a record vote is taken, once all votes have been registered the final voting figures will be immediately displayed with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required. These indications will subsequently be published together with a list of the delegates who have voted, showing how they have voted.

In the case of a secret ballot, once all votes have been registered the final voting figures will be immediately displayed and subsequently published with the following indications: total number of votes in favour, total number of votes against, total number of abstentions and the quorum as well as the majority required. There will be absolutely no access possible to individual votes nor any record of how the delegates have voted.

It is important that, as at present, delegates should have previously decided whether they or another member of their delegation will exercise their right to vote in a given case. Where more than one vote is nevertheless cast on behalf of a delegate at two different moments or from two different places, only the first vote will be recognized. whether made by the delegate, by a substitute delegate or by an adviser who has received a specific written authorization to that end. Such specific authorizations must reach to secretariat before the opening of voting is announced.

APPENDIX II

80TH SESSION OF THE CONFERENCE (JUNE 1993) - PLAN OF WORK

	Mon 31	Tue 1	Wed 2	Thu 3	Fri 4	Sat 5	Mon 7	Tue 8	Wed 9	Thu 10	Fri 11	Sat 12	Mon 14	Tue 15	Wed 16	Thu 17	Fri 18	Sat 19	Mon 21	Tue 22
PLENARY			■	■	■ PB		■	■	⁙	▌ SS	■		■	■	■	Ap			■	■
Committees																				
Finance				■	■		■	■	⁙	▌	■		A	Pl.1	Pl.2					
Application of Standards			▐	■	■		■	■	⁙ ⁙	■	■		■	■	■		A		Pl	
Prevention of Industrial Accidents			▐	■	■		■	■	⁙ ⁙	■	■		■	■	■		A		Pl.1	Pl.2
Part-Time Work			▐	■	■		■	■	⁙	■	■		■	■	■	■		A		Pl
Technical Cooperation			▐	■	■		■	■	⁙	■	■		■	■		A			Pl	
Apartheid					■		■	■	⁙	▌	■		A			Pl				
Resolutions			▐	■	■		■	■	⁙		■		■	■	■	■	A			Pl
Standing Orders				■	■		■	■	⁙	■	■		A		Pl					

A: adoption by the Committee of its report
Ap: presentation of the report of the Committee on Apartheid in plenary sitting
PB: brief debate on the programme and budget for 1994-95 (Standing Orders, article 11*bis*)
Pl/Pl.1: presentation of the report in plenary sitting of the Conference
Pl.2: record vote in plenary sitting
SS: special sitting

▌ morning sitting
▐ afternoon sitting
■ sittings all day as required

⁙ The day of Wednesday, 9 June is reserved for meetings of the electoral colleges for elections to the Governing Body.

REPORTS OF THE SELECTION COMMITTEE

APPENDIX III

Changes in the compositon of committees:

The Officers of the Selection Committee, on behalf of the Committee, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

BAHAMAS
BURUNDI
COTE D'IVOIRE
COLOMBIE
REPUBLIQUE DE COREE
COSTA RICA
DOMINIQUE
HONDURAS
IRLANDE
KIRGHIZISTAN
MAROC
PORTUGAL
QATAR
SAINT-MARIN
SIERRA LEONE
SOUDAN
SRI LANKA
SURINAME
SENEGAL
REP.-UNIE DE TANZANIE
UKRAINE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

CROATIE
GUINEE EQUATORIALE

Observer
Observateur
Observador

add/ajouter/añadir

SAINT-SIEGE

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. DOBRIN; s: M. ZARA (Roumanie)

add/ajouter/añadir

Sr. CERNA GGARCIA (Honduras)
Mr. RACHMAN comme suppléant de Mr. BOEDJOSASTRO (Indonésie)
Mr. SUSAC; s: Mr. SUNARA (Croatie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. DE VRIES (Suriname)
M. DOBRIN; s: M. ZARA (Roumanie)
Sr. ILLANES; s: Sr. ESPAÑA-SMITH (Bolivie)
Sr. ZAVALA COSTA; s: Sr. BARRENECHEA CALDERON (Pérou)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Sr. ABREU (Dominicaine, Rép.)
M. ADIKO (Côte d'Ivoire)
Mr. ALI (Bangladesh)
Mr. ALMANAN (Soudan)
Mr. BRAZZODURO (Croatie)
M. DASSIS (Grèce)
M. DOEVI (Togo)
Mr. DRZEWICKI (Pologne)
M. EL MOKHAREK (Maroc)
M. JRAD (Tunisie)
M. MAGNANI (Italie)
Mr. MERAL (Turquie)
Sr. OBREGON SABOGAL (Colombie)
Mr. SALIMIAN (Iran, Rép. islamique)
Sr. VENTURINI (Argentine)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. ABDON (Soudan)
Mr. ADJEI (Ghana)
Mr. BADBAN (Iran, Rép. islamique)
M. BAHIJ (Maroc)
Sr. DEL RIO DOÑE (Dominicaine, Rép.)
Sr. GARZON (Colombie)
M. KANELLOPOULOS (Grèce)
Mr. KITTENIS (Chypre)
Sr. MONTERO BISTILLEUR (Cuba)
Mr. SWITALA (Pologne)
M. THEONAS (Grèce)
Mr. ZAINAL (Malaisie)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

BAHAMAS
BURUNDI
REPUBLIQUE DE COREE
IRLANDE
MAROC
PAKISTAN
PORTUGAL
QATAR
SIERRA LEONE
SOUDAN
SRI LANKA
SURINAME
SENEGAL
REP.-UNIE DE TANZANIE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

COLOMBIE
COSTA RICA
MEXIQUE
SAINT-MARIN

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. BEYDOUN (Liban)
M. DOBRIN; s: M. SANDU; M. CHELARIU; M. HIDOS (Roumanie)

add/ajouter/añadir

Mr. THANESUEN; s: Mr. INTHARAPATHOM (Thaïlande)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. BEYDOUN (Liban)
M. DOBRIN; s: M. SANDU; M. CHELARIU; M. HIDOS (Roumanie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Sr. DE LA VEGA (Mexique)

add/ajouter/añadir

Mr. ALI (Soudan)
Mr. BARUT (Turquie)
M. BOUZIA (Maroc)
Mme BRIGHI (Italie)
M. CHAIEB (Tunisie)
Mr. COLE (Ghana)
M. DELIGIANNAKIS (Grèce)
Mr. HATHONG (Thaïlande)

Mr. ISLAM KHAN (Bangladesh)
Mr. MOMENI (Iran, Rép. islamique)
M. TRAORE (Côte d'Ivoire)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. AFILAL (Maroc)
Mr. AL-BUAINAIN (Qatar)
BAR-SHMUEL (Israël)
Mr. BOROSHAN (Iran, Rép. islamique)
Mr. CHAROENWAL (Thaïlande)
M. CHENDOUL (Tunisie)
Mr. IMKAEW (Thaïlande)
Mr. IOANNOU (Chypre)
Mr. SMOLAREK (Pologne)
M. TSIRIMOKOS (Grèce)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

BOTSWANA

add/ajouter/añadir

BAHAMAS
BURUNDI
COLOMBIE
REPUBLIQUE DE COREE
DOMINIQUE
HONDURAS
IRLANDE
MAROC
MEXIQUE
PORTUGAL
SIERRA LEONE
SOUDAN
SRI LANKA
SURINAME
SENEGAL
URUGUAY

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

GUINEE EQUATORIALE
PAKISTAN
QATAR
SAINT-MARIN
REP.-UNIE DE TANZANIE

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. DOBRIN; s: M. POPOVICI; M. SANDU; M. ZARA (Roumanie)

add/ajouter/añadir

Mr. DE VRIES (Suriname)
M. DRAGUE comme suppléant de M. OECHSLIN (France)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. AL-THANI (Qatar)
M. DOBRIN; s: M. POPOVICI; M. SANDU; M. ZARA (Roumanie)
Mr. THANESUEN; s: Mr. RUJIROJANASKUL (Thaïlande)
Sr. ZAVALA COSTA (Pérou)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. RASHID (Emirats arabes unis)

add/ajouter/añadir

Mr. ANTONIOU (Chypre)
M. CHENDOUL (Tunisie)
M. CHERRAT (Maroc)
M. D'ALOIA (Italie)
Sr. DE LA VEGA (Mexique)
Sr. GUANTE (Dominicaine, Rép.)
Mr. KAADU (Estonie)
Mr. KOORNAAR (Suriname)
Mme N'DHATZ (Côte d'Ivoire)
M. STAVROPOULOS (Grèce)
Mr. TAVAKOLIAN KOLVIR (Iran, Rép. islamique)
Mr. WOJCIK (Pologne)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. ALI (Bangladesh)
M. BOUZOUBAA (Maroc)
Mr. DRZEWICKI (Pologne)
Mr. GANDOUR (Soudan)
M. GHODHBANI (Tunisie)
Mr. KAYA (Turquie)
M. MANOLIS (Grèce)
Mr. NUNOO-QUAYE (Ghana)
Mr. RASHID (Emirats arabes unis)
Mr. SIMMONS (Bermudes)
Miss TAPA (Chypre)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

BAHAMAS
BOTSWANA
BURUNDI
COLOMBIE
REPUBLIQUE DE COREE
EQUATEUR
IRLANDE

KIRGHIZISTAN
MAROC
PAKISTAN
PORTUGAL
QATAR
SIERRA LEONE
SOUDAN
SRI LANKA
SURINAME
SENEGAL
REP.-UNIE DE TANZANIE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

COSTA RICA
MEXIQUE
URUGUAY

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. BEYDOUN (Liban)
M. DOBRIN; s: M. SANDU; M. CHELARIU (Roumanie)
Mr. ESLAMI comme suppléant de Mr. AFKHAMI (Iran, Rép. islamique)

add/ajouter/añadir

Mr. BORGHEI SHIRAZI comme suppléant de Mr. AFKHAMI (Iran, Rép. islamique)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. BEYDOUN (Liban)
Sr. CERNA GGARCIA (Honduras)
Mr. DE VRIES (Suriname)
M. DOBRIN; s: M. SANDU; M. CHELARIU (Roumanie)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

M. CHAHIR (Maroc)
Mr. CHAROENPHAO (Thaïlande)
M. COSMA (Roumanie)
Mme. DEL RIO (Italie)
Sr. DEL RIO DOÑE (Dominicaine, Rép.)
M. DHIFALLI (Tunisie)
Mr. GANDOUR (Soudan)
M. LEMOS (Grèce)
Mrs. MIZIOLEK (Pologne)
Mme OEZDEN-NEURY (Suisse)
Mr. PRENTZAS (Chypre)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. BAHIJ (Maroc)
Mr. GUVENC (Turquie)
Mr. ISLAM KHAN (Bangladesh)
Mr. MOMENI (Iran, Rép. islamique)
Mr. SAENGSANK (Thaïlande)
M. SAHRAOUI (Tunisie)

Mr. SEENUNDUN (Maurice)
Mr. SIMMONS (Bermudes)
Mr. SMOLAREK (Pologne)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

REP.-UNIE DE TANZANIE

add/ajouter/añadir

COTE D'IVOIRE
REPUBLIQUE DE COREE
COSTA RICA
HONDURAS
IRLANDE
LUXEMBOURG
MAROC
MEXIQUE
PAKISTAN
PORTUGAL
QATAR
SAINT-MARIN
SINGAPOUR
SOUDAN
SENEGAL
REP.-UNIE DE TANZANIE
UKRAINE
VENEZUELA

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

BURUNDI
COLOMBIE
REP.-UNIE DE TANZANIE

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. BEYDOUN (Liban)
M. DOBRIN; s: M. ZARA; M. CHELARIU (Roumanie)

add/ajouter/añadir

Mr. AFKHAMI; s: Mr. ROOSTA (Iran, Rép. islamique)
Mr. AL-THANI (Qatar)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. BEYDOUN (Liban)
Sr. CERNA GGARCIA (Honduras)
M. DOBRIN; s: M. ZARA; M. CHELARIU (Roumanie)
Sr. ZAVALA COSTA; s: Sr. ZEGARRA GARNICA (Pérou)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. ABDON (Soudan)
Mr. AL-BUAINAIN (Qatar)
Sr. ALVIS FERNANDEZ (Colombie)
Mr. BASNET (Népal)
M. BEN SEDDIK (Maroc)
M. BOUSLAH (Tunisie)
M. MUNYAKAZI (Rwanda)
Mr. RASHID (Emirats arabes unis)
Mrs. SPYCHALSKA (Pologne)
M. VANNI (Italie)
Mr. ZAINAL (Malaisie)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. ALMANAN (Soudan)
Mr. BO (Danemark)
M. CHAHIR (Maroc)
Mr. CHRISTOFI (Chypre)
M. DASSIS (Grèce)
M. FERRARI (Italie)
Mr. ISLAM KHAN (Bangladesh)
Mr. SWITALA (Pologne)
Mr. TAVAKOLIAN KOLVIR (Iran, Rép. islamique)

STANDING ORDERS COMMITTEE
COMMISSION DU REGLEMENT
COMISION DEL REGLAMENTO

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

REPUBLIQUE DE COREE
IRLANDE
MAROC
SENEGAL

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

delete/supprimer/suprimir

REP.-UNIE DE TANZANIE

add/ajouter/añadir

BURUNDI
REP.-UNIE DE TANZANIE

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. DOBRIN; s: M. POPOVICI; M. ZARA (Roumanie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. DOBRIN; s: M. POPOVICI; M. ZARA (Roumanie)

Workers' members
Membres travailleurs add/ajouter/añadir
Miembros trabajadores

M. BAHIJ (Maroc)
M. FERRARI (Italie)
M. SAHRAOUI (Tunisie)
Mr. SWITALA (Pologne)

Workers' deputy members
Membres travailleurs adjoints add/ajouter/añadir
Miembros trabajadores adjuntos

M. EL MOKHAREK (Maroc)
M. GHODHBANI (Tunisie)
Mr. MAJHOOB (Iran, Rép. islamique)
Mr. WOJCIK (Pologne)

ANNEXE IV - APPENDIX IV - ANEXO IV

COMPOSITION DES COMMISSIONS
COMPOSITION OF COMMITTEES
COMPOSICION DE LAS COMISIONES

(Note: Names of countries are given in French; los nombres de los países figuran en france

COMMISSION DE L'APPLICATION DES NORMES

COMMITTEE ON THE APPLICATION OF STANDARDS

COMISION DE APLICACION DE NORMAS

Membres gouvernementaux - Government members - Miembros gubernamentales:

- ALLEMAGNE
- REPUBLIQUE D'ANGOLA
- ARABIE SAOUDITE
- ARGENTINE
- AUSTRALIE
- AUTRICHE
- AZERBAIDJAN
- BAHAMAS
- BAHREIN
- BANGLADESH
- BELGIQUE
- BOTSWANA
- BRESIL
- BULGARIE
- BURKINA FASO
- BURUNDI
- COTE D'IVOIRE
- CAMEROUN
- CANADA
- CHILI
- CHINE
- COLOMBIE
- CONGO
- REPUBLIQUE DE COREE
- COSTA RICA
- CUBA
- DANEMARK
- DOMINIQUE
- EGYPTE
- EMIRATS ARABES UNIS
- ESPAGNE
- ETATS-UNIS
- FINLANDE
- FRANCE
- GRECE
- HONDURAS
- INDE
- INDONESIE
- REP.ISLAMIQUE D'IRAN
- IRAQ
- IRLANDE
- ISLANDE
- ISRAEL
- ITALIE
- JAPON
- JORDANIE
- KENYA
- KIRGHIZISTAN
- KOWEIT
- LIBAN
- MALAISIE
- MALTE
- MAROC
- MAURITANIE
- MONGOLIE
- MOZAMBIQUE
- MYANMAR
- NAMIBIE
- NICARAGUA
- NIGERIA
- NORVEGE
- OUGANDA
- PAPOUASIE-NOUVELLE-GUINEE
- PAYS-BAS
- PHILIPPINES
- POLOGNE
- PORTUGAL
- PEROU
- QATAR
- ROUMANIE
- ROYAUME-UNI
- FEDERATION DE RUSSIE
- SAINT-MARIN
- SIERRA LEONE
- SLOVAQUIE
- SOUDAN
- SRI LANKA
- SUEDE
- SUISSE
- SURINAME
- SWAZILAND
- REP. ARABE SYRIENNE
- SENEGAL
- REP.-UNIE DE TANZANIE
- REPUBLIQUE TCHEQUE
- TOGO
- TUNISIE
- TURQUIE
- UKRAINE
- URUGUAY
- YEMEN
- ZIMBABWE

Membres gouvernementaux adjoints - Govt. deputy members - Miembros gub. adjuntos:

- CROATIE
- GUINEE EQUATORIALE
- HONGRIE
- MADAGASCAR
- MALAWI
- MALI
- NOUVELLE-ZELANDE
- TCHAD
- THAILANDE
- TRINITE-ET-TOBAGO
- ZAMBIE

Observateur - Observer - Observador:

- SAINT-SIEGE

Membres employeurs - Employers' members - Miembros empleadores:

AFKHAMI, Mr. (Iran, Rép. islamique)
AHMEDOV, Mr.; s: ASADOV, Mr.; HADJIEV, Mr. (Azerbaïdjan)

s = suppléant; substitute; suplente.

ANAND, Mr.; s: HAKEEM, Mr.; GARG, Mr.; NANDA, Mr.; KRISHNA, Mr.; KALANTRI, Mr. (Inde)
ARBELOA, Sr.; s: GARRIDO SOTO, Sr. (Venezuela)
ATASAYAR, Mr.; s: OGUZMAN, Mr. (Turquie)
BELL, Mr.; s: HALLIWELL, Mr.; PIRIE, Mr.; POLLARD, Mr.; McNICOLL, Mme (Canada)
BLANCO VILLEGAS, Sr.; s: SPAGHI, Sr.; FUNES DE RIOJA, Sr. (Argentine)
BOEDJOSASTRO, Mr.; s: RACHMAN, Mr. (Indonésie)
BREVIG, Ms.; s: ODEGARD, Mr.; STOKLAND, Ms.; LINDEFJELD, Mr.; OSTMO, Mr. (Norvège)
BURGE, Mr.; s: POTTER, Mr. (Etats-Unis)
CERNA GGARCIA, Sr. (Honduras)
DE LOS REYES, Sr. (Cuba)
EL-HERRAWI, Mr.; s: GAZARIN, Mr.; SHAHEB, Mr. (Egypte)
FERRER DUFOL, Sr.; s: ADRADOS GAUTIER, Sra.; BUGALLAL ORTIZ, Sr. (Espagne)
GAWISH, Mr.; s: AL-HENDY, Mr.; AL-MALAHANY, Mr. (Syrienne, Rép. Arabe)
KOYAMA, Mr.; s: YAMAHANA, Ms.; TSUJINO, Mr. (Japon)
KUNYAVSKY, Mr.; s: KUNTS, Mr. (Bélarus)
MACKIE, Miss; s: FRANCE, Miss (Royaume-Uni)
MONTERO CHAVARRIA, Sr. (Costa Rica)
NOAKES, Mr.; s: PATTISON, Mr. (Australie)
OECHSLIN, M.; s: BOUSSAT, M.; ROILLAND, Mme (France)
RONNEST, Mr.; s: BURMOLLE, Mr.; JEPSEN, Mr.; VINTHER, Ms. (Danemark)
SASSO-MAZZUFFERI, Mme; s: LAZZARINI ROBUSTELLI, Mme; GAMBARUTO, M. (Italie)
SUSAC, Mr.; s: SUNARA, Mr. (Croatie)
THUSING, Mr.; s: WISSKIRCHEN, Mr. (Allemagne)
VAN HOLM, M.; s: MINNE, M. (Belgique)
VAN ZELLER, M.; s: COSTA ARTUR, Mme; SA E MELLO, M. (Portugal)
VARELA TRAVERSO, Sr.; s: PENINO, Sr. (Uruguay)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

AMANI, Mr.; s: MUYEZA, Mr. (Malawi)
ANALYTIS, M.; s: PAPAIOANNOU, M.; KOUTSIDIKOU, Mme; SKIADAS, M.; VAGIAS, M.; HARAKAS, M.; TSOUMANI-SPENTZA, Mme (Grèce)
BENDAÑA, Sr. (Nicaragua)
DE VRIES, Mr. (Suriname)
DECOSTERD, M.; s: PLASSARD, M. (Suisse)
DOBRIN, M.; s: ZARA, M. (Roumanie)
GUZMAN MATTA, Sr.; s: ARTHUR ERRA ZURIZ, Sr. (Chili)
HAK, Miss (Pays-Bas)
HULTIN, Mr.; s: ALANKO, Mr. (Finlande)
ILLANES, Sr.; s: ESPAÑA-SMITH, Sr. (Bolivie)
MAENDA, Mr.; s: MATTAKA, Mr. (Tanzanie, Rép.-Unie)
MAGNUSSON, Mr.; s: STEFANSDOTTIR, Mrs. (Islande)
MIKIDECHE, M.; s: YOUSFI, M. (Algérie)
MOKZHANI, Mr.; s: ZAIN MAJID, Mr. (Malaisie)
NEVES FILHO, Mr.; s: LINHARES, Ms. (Brésil)
POPOVIC, Mr.; s: ERNST, Mr.; PAUL, Mr. (Tchèque, Rép.)
SCHMIDT, Mr.; s: SHIKANGALA, Mr. (Namibie)
SELANDER, Mr. (Suède)
TAN, Mr.; s: INOCENTES, Mr. (Philippines)
WHANG, Mr.; s: KIM, Mr. (Corée, Rép. de)
ZAVALA COSTA, Sr.; s: BARRENECHEA CALDERON, Sr. (Pérou)

Membres travailleurs - Workers' members - Miembros trabajadores:

ABREU, Sr. (Dominicaine, Rép.)
ADAMY, Mr. (Allemagne)
ADIKO, M. (Côte d'Ivoire)
AHMED, Mr. (Pakistan)
AL-LOUZY, Mr. (Syrienne, Rép. Arabe)

s = suppléant; substitute; suplente.

AL-MA'AYTAH, Mr. (Jordanie)
ALI, Mr. (Bangladesh)
ALMANAN, Mr. (Soudan)
AMIR, Mr. (Israël)
ATUKORALE, Mr. (Sri Lanka)
BECCARI, M. (Saint-Marin)
BRAZZODURO, Mr. (Croatie)
CAVAZOS, Sr. (Mexique)
COBOS, Sr. (Panama)
CORONEL, Sr. (Venezuela)
DAHL, Mr. (Norvège)
DALEIDEN, M. (Luxembourg)
DASSIS, M. (Grèce)
DINGLASAN, Mr. (Philippines)
DJIBRINE ASSALI HAMDALLAH, M. (Tchad)
DOEVI, M. (Togo)
DOUCOURE, M. (Mali)
DRZEWICKI, Mr. (Pologne)
EL MOKHAREK, M. (Maroc)
ETTY, Mr. (Pays-Bas)
FERNANDEZ, Sr. (Uruguay)
FU, Mr. (Chine)
FUKOH, Mr. (Hongrie)
GABORONE, Mr. (Botswana)
GONZALEZ ZAMORA, Sr. (Espagne)
GUPTE, Mr. (Inde)
GUSTAFSSON, Mr. (Suède)
HAMZA, Mr. (Iraq)
HATSUOKA, Mr. (Japon)
HICKEY Jr., Mr. (Etats-Unis)
HLODVERSDOTTIR, Ms. (Islande)
HOSSU, M. (Roumanie)
IVANOVA, Mrs. (Bulgarie)
JOHN, Mr. (Trinité-et-Tobago)
JRAD, M. (Tunisie)
KARGAARD, Mr. (Danemark)
KIM, Mr. (Corée, Rép. de)
KLOCHKOV, M. (Russie, Féd. de)
MAGNANI, M. (Italie)
MALLON, Mr. (Canada)
MATHESON, Mr. (Australie)
MAYOMBO, M. (Gabon)
MBAYE, M. (Sénégal)
MERAL, Mr. (Turquie)
MOHAMED, Mr. (Bahreïn)
MOUSTAFA, Mr. (Egypte)
OBREGON SABOGAL, Sr. (Colombie)
PE, M. (France)
PEIRENS, M. (Belgique)
PODOLINSKY, Mr. (Bélarus)
QUINTANA GARCIA, Sr. (Cuba)
RODRIGUES PIMENTEL, Ms. (Brésil)
ROJAS VINCHEZ, Sr. (Costa Rica)
RUSANEN, Mr. (Finlande)
SALIMIAN, Mr. (Iran, Rép. islamique)
SEBGO, M. (Burkina Faso)
SOMBES, Mr. (Cameroun)
SUMADJI, Mr. (Indonésie)
THOMAS, Mr. (Royaume-Uni)

s = suppléant; substitute; suplente.

VENTURINI, Sr. (Argentine)
WILSON, Mr. (Nouvelle-Zélande)

embres adjoints travailleurs - Deputy Workers' members - Miembros adjuntos trabajadores:

ABDON, Mr. (Soudan)
ACHMAD, Mr. (Indonésie)
ADJEI, Mr. (Ghana)
AISA, Mr. (Syrienne, Rép. Arabe)
AL-HAJ HASSAN, Mr. (Jordanie)
BADBAN, Mr. (Iran, Rép. islamique)
BAHIJ, M. (Maroc)
BATHILY, M. (Mali)
BERGAMINI, M. (France)
BO, Mr. (Danemark)
BRETT, Mr. (Royaume-Uni)
CAILLAT, M. (France)
CALAMATTA, Mr. (Malte)
DAVIDSON, Mr. (Islande)
DEL RIO DOÑE, Sr. (Dominicaine, Rép.)
DELARUE, M. (Belgique)
DIOP, M. (Sénégal)
EASSON, Mr. (Australie)
EDSTROM, Mr. (Suède)
ESAU, Mr. (Namibie)
GARZON, Sr. (Colombie)
GHARIB, Mr. (Iraq)
GIARDI, M. (Saint-Marin)
GONTCHARIK, Mr. (Bélarus)
GORE, Mr. (Inde)
HAAS, M. (Luxembourg)
HAGIO, Mr. (Japon)
HARAK, Mr. (Egypte)
IVERSEN, Mr. (Norvège)
JOYCE, Mr. (Etats-Unis)
KANELLOPOULOS, M. (Grèce)
KIM, Mr. (Corée, Rép. de)
KITTENIS, Mr. (Chypre)
LEMKE, Mr. (Danemark)
LIPTAK, Mr. (Slovaquie)
LORCHER, Mr. (Allemagne)
MIHOVILOVIC ETEROVIC, Sr. (Chili)
MONTERO BISTILLEUR, Sr. (Cuba)
MORIKAGE, Mr. (Japon)
MORIN, Ms. (Norvège)
NEYKOV, Mr. (Bulgarie)
NKOGHE, Mme (Gabon)
PEDERSEN, Ms. (Norvège)
PREISSINGER, Mr. (Slovaquie)
PUURA, Ms. (Finlande)
QUINTANOVA, M. (Portugal)
RESHETNIKOV, M. (Russie, Féd. de)
SAYED JASSIM, Mr. (Bahreïn)
SIETARAM, Mrs. (Pays-Bas)
SKIPPARI, Mr. (Finlande)
SUNDARAM, Mr. (Sri Lanka)
SWITALA, Mr. (Pologne)
THAUMATURGO CORTIZO, Mr. (Brésil)
THEODORSEN, Ms. (Norvège)

s = suppléant; substitute; suplente.

THEONAS, M. (Grèce)
TIXIER, M. (France)
TOZOUN, M. (Togo)
VARELA, Sr. (Uruguay)
VENUGOPAL, Mr. (Inde)
WANG, Mr. (Chine)
ZAINAL, Mr. (Malaisie)

s = suppléant; substitute; suplente.

COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS

COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALLEMAGNE
REPUBLIQUE D'ANGOLA
ARABIE SAOUDITE
ARGENTINE
AUSTRALIE
AUTRICHE
BAHAMAS
BAHREIN
BELGIQUE
BOTSWANA
BRESIL
BURUNDI
CANADA
CHILI
CHINE
CONGO
REPUBLIQUE DE COREE
DANEMARK
EGYPTE
EMIRATS ARABES UNIS
ESPAGNE
ESTONIE
ETATS-UNIS
FINLANDE
FRANCE
GRECE
HONGRIE
INDE
INDONESIE
REP.ISLAMIQUE D'IRAN
IRAQ
IRLANDE
ISLANDE
JAPON
KOWEIT
LESOTHO
LIBAN
MALAWI
MAROC
REP. DE MOLDOVA
NICARAGUA
NIGERIA
NORVEGE
NOUVELLE-ZELANDE
PAKISTAN
PAPOUASIE-NOUVELLE-GUINEE
PAYS-BAS
POLOGNE
PORTUGAL
PEROU
QATAR
ROUMANIE
ROYAUME-UNI
FEDERATION DE RUSSIE
SIERRA LEONE
SLOVAQUIE
SOUDAN
SRI LANKA
SUEDE
SUISSE
SURINAME
SWAZILAND
REP. ARABE SYRIENNE
SENEGAL
REP.-UNIE DE TANZANIE
REPUBLIQUE TCHEQUE
THAILANDE
TRINITE-ET-TOBAGO
TUNISIE
TURQUIE
VENEZUELA
ZAMBIE
ZIMBABWE

Membres gouvernementaux adjoints - Govt. deputy members - Miembros gub. adjuntos:

BURKINA FASO
COLOMBIE
COSTA RICA
MALAISIE
MALI
MAURICE
MEXIQUE
MOZAMBIQUE
MYANMAR
NAMIBIE
SAINT-MARIN
TOGO

Membres employeurs - Employers' members - Miembros empleadores:

AL-JASSEM, Mr.; s: AL-OWAYESH, Mr. (Koweït)
AMANI, Mr.; s: MUYEZA, Mr. (Malawi)
ANALYTIS, M.; s: PAPAIOANNOU, M.; KOUTSIDIKOU, Mme; SKIADAS, M.; VAGIAS, M.; HARAKAS, M.; TSOUMANI-SPENTZA, Mme (Grèce)
ANAND, Mr.; s: KALANTRI, Mr.; HAKEEM, Mr.; GARG, Mr.; NANDA, Mr.; KRISHNA, Mr. (Inde)
ARBELOA, Sr.; s: VERA, Sr.; ROSALES, Sr. (Venezuela)
ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr.; STRIMITZER, Mr. (Autriche)
BELL, Mr.; s: HALLIWELL, Mr.; PIRIE, Mr.; POLLARD, Mr.; McNICOLL, Mme (Canada)
BLANCO VILLEGAS, Sr.; s: MARTINEZ, Sr. (Argentine)
BOEDJOSASTRO, Mr. (Indonésie)
BREVIG, Ms.; s: ODEGARD, Mr.; STOKLAND, Ms.; LINDEFJELD, Mr.; OSTMO, Mr. (Norvège)
BURGE, Mr.; s: SCHALLER, Mr. (Etats-Unis)
CHIWESHE, Mr. (Zimbabwe)
DECOSTERD, M.; s: GUINCHARD, M.; MATTHEY, M.; PLASSARD, M. (Suisse)
DUCKY, Mr.; s: BLANARIK, Mr. (Slovaquie)
FERRER DUFOL, Sr.; s: ALISEDA VAZQUEZ, Sr.; BUGALLAL ORTIZ, Sr. (Espagne)

s = suppléant; substitute; suplente.

GAWISH, Mr.; s: AL-HENDY, Mr.; AL-MALAHANY, Mr. (Syrienne, Rép. Arabe)
GUILANDE, Mr. (Mozambique)
HABAIBEH, Mr.; s: HUSSEINI, Mr. (Jordanie)
HAK, Miss; s: VAN DUN-DE MEESTER, Mrs.; HUNTJENS, Mr.; SCHOENMAECKERS, Mr. (Pays-Bas
HLOPHE, Mr. (Swaziland)
HULTIN, Mr.; s: AHTELA, Mr. (Finlande)
IMOISILI, Mr.; s: LAWAL, Mr. (Nigéria)
KOLMOGOROV, M.; s: SIDORIN, M. (Russie, Féd. de)
KOYAMA, Mr.; s: UMEDA, Mr.; TSUJINO, Mr. (Japon)
MACKIE, Miss; s: CAMPBELL, Mr. (Royaume-Uni)
MIKIDECHE, M. (Algérie)
MILLETTE, Mr.; s: HILTON-CLARKE, Mr. (Trinité-et-Tobago)
NOAKES, Mr.; s: HAMPTON, Mr. (Australie)
OECHSLIN, M.; s: BOUSSAT, M.; VICENSINI, M.; SIMMONET, M. (France)
PONOMAREV, M. (Ukraine)
POPOVIC, Mr.; s: SKALA, Mr.; PRIOR, Mr. (Tchèque, Rép.)
SCHMIDT, Mr.; s: SHIKANGALA, Mr. (Namibie)
SELANDER, Mr.; s: CARLBERG, Mr.; FROSTLING, Mr.; MYRDAL, Mr. (Suède)
TAN, Mr.; s: INOCENTES, Mr. (Philippines)
TAN, Mr. (Singapour)
TEJADA, Sr. (Panama)
THANESUEN, Mr.; s: INTHARAPATHOM, Mr. (Thaïlande)
VAN ZELLER, M.; s: DA ROCHA NOVO, M.; PEREIRA FERNANDES, M.; CUSTODIO, M. (Portugal)
WISSKIRCHEN, Mr.; s: GEHRUNGER, Mr. (Allemagne)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

ABOU LAHCEN, M.; s: EL ARBI EL HARRAS, M. (Maroc)
AFKHAMI, Mr.; s: BORGHEI SHIRAZI, Mr. (Iran, Rép. islamique)
ATASAYAR, Mr.; s: OZUSTUN, Mr. (Turquie)
BENDAÑA, Sr. (Nicaragua)
BEYDOUN, M. (Liban)
DOBRIN, M.; s: SANDU, M.; CHELARIU, M.; HIDOS, M. (Roumanie)
GUZMAN MATTA, Sr.; s: UNDURRAGA UNDURRAGA, Sr. (Chili)
JUNG, M.; s: SCHMIT, M.; SAUBER, M. (Luxembourg)
KEP, Mr. (Papouasie-N.-Guinée)
KUNYAVSKY, Mr.; s: MOROZ, Mr. (Bélarus)
MATTAR, Mr. (Emirats arabes unis)
MOKOKO KINGUE, Mr. (Cameroun)
MONTERO CHAVARRIA, Sr. (Costa Rica)
NEVES FILHO, Mr.; s: DOS SANTOS, Mr. (Brésil)
PILICOS, Mr.; s: MICHAEL, Mr.; SPYRIDAKIS, Mr. (Chypre)
RADAUTSANU, Mr.; s: SOBOR, Mr. (Moldova, Rép. de)
RONNEST, Mr.; s: JEPSEN, Mr.; BURMOLLE, Mr.; JEPSEN, Mr.; VINTHER, Ms. (Danemark)
SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M. (Italie)
VAN HOLM, M.; s: DA COSTA, M.; DILLEN, M. (Belgique)
WHANG, Mr.; s: LEE, Mr. (Corée, Rép. de)

Membres travailleurs - Workers' members - Miembros trabajadores:

AL-ABDOULLI, Mr. (Emirats arabes unis)
ALGOO M.B.E., Mr. (Maurice)
ALI, Mr. (Soudan)
BARUT, Mr. (Turquie)
BOUZIA, M. (Maroc)
BRIGHI, Mme (Italie)
CARRERA, Sr. (Espagne)
CHAIEB, M. (Tunisie)
CHILOV, M. (Ukraine)

s = suppléant; substitute; suplente.

CHIMPHAMBA, Mr. (Malawi)
COLE, Mr. (Ghana)
DADDO, M. (Niger)
DELIGIANNAKIS, M. (Grèce)
DIOP, M. (Sénégal)
FUENTEALBA REYES, Sr. (Chili)
GERGELY, Mr. (Hongrie)
HARB, M. (Liban)
HATHONG, Mr. (Thaïlande)
HEEGAARD, Mr. (Danemark)
ISLAM KHAN, Mr. (Bangladesh)
IVERSEN, Mr. (Norvège)
KABOUL, Mr. (Syrienne, Rép. Arabe)
KANAMORI, Mr. (Japon)
KONSTANTY, Mr. (Allemagne)
KONZ, M. (Luxembourg)
LAVENIUS, Mr. (Suède)
LEE, Mr. (Corée, Rép. de)
LEEMANS, M. (Belgique)
LENAHAN, Mr. (Royaume-Uni)
LWIN, Mr. (Myanmar)
MARTINES BRAGAS, Mr. (Brésil)
MAYMAN, Ms. (Australie)
MENDOZA, Mr. (Philippines)
MOMENI, Mr. (Iran, Rép. islamique)
NAYAKKARA, Mr. (Sri Lanka)
NYAMHOKYA, Mr. (Tanzanie, Rép.-Unie)
NZIENGUI MOUCKETOU, M. (Gabon)
PARROT, M. (Canada)
PASCA, M. (Roumanie)
ROBINSON, Mr. (Antigua-et-Barbuda)
SAN ROMAN ARRIAGA, Sr. (Mexique)
SAYED JASSIM, Mr. (Bahreïn)
SCOTT, Mr. (Nouvelle-Zélande)
SIBANDA, Mr. (Zimbabwe)
SIDI SAID, M. (Algérie)
SKIPPARI, Mr. (Finlande)
TOZOUN, M. (Togo)
TRAORE, M. (Côte d'Ivoire)
VALENTI, Mr. (Etats-Unis)
VENUGOPAL, Mr. (Inde)
WILDERS, Mr. (Pays-Bas)

Membres adjoints travailleurs - Deputy Workers' members - Miembros adjuntos trabajadores:

AFILAL, M. (Maroc)
AHMED, Mr. (Pakistan)
AL-BUAINAIN, Mr. (Qatar)
AL-LOUZY, Mr. (Syrienne, Rép. Arabe)
BAHR, Mr. (Allemagne)
BAR-SHMUEL, (Israël)
BEN SALMA, Mr. (Arabie saoudite)
BOROSHAN, Mr. (Iran, Rép. islamique)
CHAROENWAL, Mr. (Thaïlande)
CHENDOUL, M. (Tunisie)
CORONEL, Sr. (Venezuela)
COUTINHO, Mr. (Brésil)
CZUGLER IVANYI, Ms. (Hongrie)
DAHL, Mr. (Norvège)

s = suppléant; substitute; suplente.

DIOP, M. (Sénégal)
DOUCOURE, M. (Mali)
EDSTROM, Mr. (Suède)
EL-HABR, M. (Liban)
GUPTE, Mr. (Inde)
HOUSCH, Mr. (Canada)
IMKAEW, Mr. (Thaïlande)
IOANNOU, Mr. (Chypre)
JOHN, Mr. (Trinité-et-Tobago)
KEMBA, Mr. (Namibie)
KIM, Mr. (Corée, Rép. de)
LEMKE, Mr. (Danemark)
LIU, Mrs. (Chine)
LOUEMBET, M. (Gabon)
MAETER, M. (Belgique)
MATHESON, Mr. (Australie)
MEZIANI, M. (Algérie)
MIKKELSEN, Ms. (Danemark)
MOHAMED, Mr. (Bahreïn)
MORIN, Ms. (Norvège)
PEDERSEN, Ms. (Norvège)
RAJAGUKGULE, Mr. (Indonésie)
RODRIGO, Sr. (Espagne)
SEBGO, M. (Burkina Faso)
SEMENOV, M. (Russie, Féd. de)
SMOLAREK, Mr. (Pologne)
SOTO ROA, Sr. (Chili)
STOYANE, M. (Ukraine)
THEODORSEN, Ms. (Norvège)
TIAGI, Mr. (Inde)
TSIRIMOKOS, M. (Grèce)
VAN OSCH, Mrs. (Pays-Bas)

s = suppléant; substitute; suplente.

COMMISSION DU TRAVAIL A TEMPS PARTIEL

COMMITTEE ON PART-TIME WORK

COMISION DEL TRABAJO A TIEMPO PARCIAL

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALLEMAGNE
REPUBLIQUE D'ANGOLA
ANTIGUA-ET-BARBUDA
ARGENTINE
AUSTRALIE
AUTRICHE
BAHAMAS
BAHREIN
BELGIQUE
BRESIL
BURUNDI
CANADA
CHILI
CHINE
COLOMBIE
REPUBLIQUE DE COREE
DANEMARK
DOMINIQUE
EGYPTE
ESPAGNE
ETATS-UNIS
FINLANDE
FRANCE
GRECE
HONDURAS
HONGRIE
INDONESIE
REP.ISLAMIQUE D'IRAN
IRAQ
IRLANDE
ITALIE
JAPON
KOWEIT
LESOTHO
LIBAN
MALAISIE
MALTE
MAROC
MAURICE
MEXIQUE
REP. DE MOLDOVA
MYANMAR
NICARAGUA
NIGERIA
NORVEGE
NOUVELLE-ZELANDE
PAPOUASIE-NOUVELLE-GUINEE
PAYS-BAS
PHILIPPINES
PORTUGAL
PEROU
QATAR
ROYAUME-UNI
FEDERATION DE RUSSIE
SIERRA LEONE
SOUDAN
SRI LANKA
SUEDE
SUISSE
SURINAME
SWAZILAND
REP. ARABE SYRIENNE
SENEGAL
REPUBLIQUE TCHEQUE
THAILANDE
TRINITE-ET-TOBAGO
TUNISIE
TURQUIE
URUGUAY
ZIMBABWE

Membres gouvernementaux adjoints - Govt. deputy members - Miembros gub. adjuntos:

ARABIE SAOUDITE
BULGARIE
BURKINA FASO
EMIRATS ARABES UNIS
GUINEE EQUATORIALE
INDE
MADAGASCAR
MALAWI
MALI
MOZAMBIQUE
PAKISTAN
POLOGNE
SAINT-MARIN
SLOVAQUIE
REP.-UNIE DE TANZANIE
TOGO

Membres employeurs - Employers' members - Miembros empleadores:

ABOGHE OBAME, M. (Gabon)
ABOU LAHCEN, M.; s: BOULOUIZ, M.; EL ARBI EL HARRAS, M. (Maroc)
AFKHAMI, Mr.; s: ROOSTA, Mr. (Iran, Rép. islamique)
AL-JASSEM, Mr.; s: AL-OMAR, Mr. (Koweït)
ANALYTIS, M.; s: PAPAIOANNOU, M.; KOUTSIDIKOU, Mme; SKIADAS, M.; VAGIAS, M.; HARAKAS, M.; TSOUMANI-SPENTZA, Mme (Grèce)
ANAND, Mr.; s: KALANTRI, Mr.; HAKEEM, Mr.; GARG, Mr.; NANDA, Mr.; KRISHNA, Mr. (Inde)
ARBELOA, Sr.; s: VERA, Sr.; ROSALES, Sr. (Venezuela)
BASS, Mr. (Antigua-et-Barbuda)
BELL, Mr.; s: HALLIWELL, Mr.; PIRIE, Mr.; POLLARD, Mr.; McNICOLL, Mme (Canada)
BLANCO VILLEGAS, Sr.; s: FIORE, Sr.; EURNEKIAN, Sr.; FUNES DE RIOJA, Sr. (Argentine)
BOEDJOSASTRO, Mr. (Indonésie)
BREVIG, Ms.; s: ODEGARD, Mr.; STOKLAND, Ms.; LINDEFJELD, Mr.; OSTMO, Mr. (Norvège)
BURGE, Mr.; s: MOORHEAD, Mr. (Etats-Unis)
CHIWESHE, Mr.; s: RODGER, Mr. (Zimbabwe)

s = suppléant; substitute; suplente.

COULIBALY, M.; s: TOURE, M. (Mali)
DAMBE, Mr. (Botswana)
DE VRIES, Mr. (Suriname)
DECOSTERD, M.; s: DAVATZ, Mme; MEUWLY, M.; PLASSARD, M. (Suisse)
DUCKY, Mr.; s: KATRIAK, Mr. (Slovaquie)
FERRER DUFOL, Sr.; s: SUAREZ GARCIA, Sr.; ALISEDA VAZQUEZ, Sr. (Espagne)
GAWISH, Mr.; s: AL-HENDY, Mr.; AL-MALAHANY, Mr. (Syrienne, Rép. Arabe)
HAK, Miss; s: CORDESIUS, Mr.; VAN DUN-DE MEESTER, Mrs.; HUNTJENS, Mr.;
   SCHOENMAECKERS, Mr. (Pays-Bas)
HULTIN, Mr.; s: INKEROINEN, Ms. (Finlande)
KASWARRA RWAMURA, Mr.; s: ZARAMBA NASIMOLO, Mrs. (Ouganda)
KOYAMA, Mr.; s: HASEGAWA, Mr.; TSUJINO, Mr. (Japon)
KUNYAVSKY, Mr.; s: BLAGOVA, Ms. (Bélarus)
MACKIE, Miss; s: WILD, Mr. (Royaume-Uni)
MALLIA MILANES, Mr.; s: SCICLUNA, Mr. (Malte)
MARSHALL, Mr.; s: MOLDSWORTH, Mr. (Nouvelle-Zélande)
NOAKES, Mr.; s: PATTISON, Mr. (Australie)
OECHSLIN, M.; s: DRAGUE, M.; BOUSSAT, M.; VICENSINI, M.; MORIN, M.; VEYSSET, M. (Fr
PAN, Mr.; s: HUO, Mr. (Chine)
PILICOS, Mr.; s: ANTONIOU, Mr.; KYTHREOTIS, Mr. (Chypre)
POPOVIC, Mr.; s: KUBICKOVA, Mrs. (Tchèque, Rép.)
RONNEST, Mr.; s: BURMOLLE, Mr.; JEPSEN, Mr.; VINTHER, Ms. (Danemark)
SASSO-MAZZUFFERI, Mme; s: GIARDINA, M.; FERRARA, M. (Italie)
SCHMIDT, Mr.; s: SHIKANGALA, Mr. (Namibie)
SELANDER, Mr.; s: CARLBERG, Mr.; FROSTLING, Mr.; MYRDAL, Mr. (Suède)
TAN, Mr.; s: SORIANO, Mr. (Philippines)
THUSING, Mr.; s: VOSSIEG, Mr. (Allemagne)
VAN ZELLER, M.; s: SALGUEIRO, M.; COSTA ARTUR, Mme; DA ROCHA NOVO, M.;
   CUSTODIO, M. (Portugal)
VARELA TRAVERSO, Sr. (Uruguay)
WHANG, Mr.; s: OH, Mr. (Corée, Rép. de)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

AL-THANI, Mr. (Qatar)
AMANI, Mr.; s: MUYEZA, Mr. (Malawi)
AMARASINGHE, Mr. (Sri Lanka)
ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr.; STRIMITZER, Mr. (Autriche)
ATASAYAR, Mr.; s: EVIN, Mr. (Turquie)
BENDAÑA, Sr. (Nicaragua)
DAHLAN, Mr. (Arabie saoudite)
DOBRIN, M.; s: POPOVICI, M.; SANDU, M.; ZARA, M. (Roumanie)
EL-HERRAWI, Mr.; s: FAHMY, Mr. (Egypte)
GUZMAN MATTA, Sr.; s: VALDES SAENZ, Sr. (Chili)
IMOISILI, Mr.; s: YINUSA, Mr. (Nigéria)
JILANI, M.; s: BEN M'BAREK, M. (Tunisie)
JUNG, M.; s: BEFFORT, M.; SCHMIT, M.; SCHAUL, Mlle (Luxembourg)
KEP, Mr. (Papouasie-N.-Guinée)
KOLMOGOROV, M.; s: BOLDEMAROVA, Mme (Russie, Féd. de)
LEON PAEZ, Sr. (Equateur)
MAGNUSSON, Mr.; s: STEFANSDOTTIR, Mrs. (Islande)
MAKEKA, Mr. (Lesotho)
MIKIDECHE, M. (Algérie)
MOKZHANI, Mr.; s: SOPIEE, Datuk (Malaisie)
MONTERO CHAVARRIA, Sr. (Costa Rica)
MORRI, M.; s: MENICUCCI, Mme; VERONESI, Mme; VAGNINI, M. (Saint-Marin)
NEVES FILHO, Mr.; s: LINHARES, Ms.; RODRIGUES, Mr. (Brésil)
OULD SIDI MOHAMED, M. (Mauritanie)
SANYAMBE, Mr.; s: MWILA, Mr. (Zambie)

s = suppléant; substitute; suplente.

SZIRMAI, Mr.; s: VOROS, Mr. (Hongrie)
TABANI, Mr. (Pakistan)
TEJADA, Sr. (Panama)
THANESUEN, Mr.; s: RUJIROJANASKUL, Mr. (Thaïlande)
VAN HOLM, M.; s: STORM, Mme; MINNE, M. (Belgique)
ZAVALA COSTA, Sr. (Pérou)

Membres travailleurs - Workers' members - Miembros trabajadores:

ANTONIOU, Mr. (Chypre)
BAGINDO, Mr. (Indonésie)
BAUSCH, M. (Luxembourg)
BEN SALMA, Mr. (Arabie saoudite)
BERGKVIST, Mr. (Suède)
BEYER, Mrs. (Allemagne)
CHENDOUL, M. (Tunisie)
CHERRAT, M. (Maroc)
D'ALOIA, M. (Italie)
DA COSTA, M. (Angola)
DE BARROS, Mr. (Brésil)
DE LA VEGA, Sr. (Mexique)
DELHOMENIE, M. (France)
DESORMEAUX, Mme (Canada)
DRIOM, Mme (Belgique)
EL-HABR, M. (Liban)
ETAME NDEDI, Mr. (Cameroun)
EVDOKIMTCHIK, Mr. (Bélarus)
GEORGE, Ms. (Australie)
GUANTE, Sr. (Dominicaine, Rép.)
HERRERA TORRES, Sr. (Costa Rica)
JONATHAN, Mr. (Lesotho)
KAADU, Mr. (Estonie)
KEMBA, Mr. (Namibie)
KIMBERLE, Ms. (Etats-Unis)
KOORNAAR, Mr. (Suriname)
KUMAGAI, Mr. (Japon)
KUTAL, Mr. (Papouasie-N.-Guinée)
LIU, Mrs. (Chine)
LOVE, Mrs. (Royaume-Uni)
MELLADO ESPINOZA, Sr. (Chili)
MEZIANI, M. (Algérie)
MIKKELSEN, Ms. (Danemark)
MORIN, Ms. (Norvège)
N'DHATZ, Mme (Côte d'Ivoire)
NIASSE, M. (Sénégal)
NKOGHE, Mme (Gabon)
PINTO, M. (Portugal)
PUURA, Ms. (Finlande)
RAUB, Mr. (Autriche)
SANDRASEKARA, Mr. (Sri Lanka)
SENO, Mr. (Philippines)
SPITERI, Mr. (Malte)
STAVROPOULOS, M. (Grèce)
STOYANE, M. (Ukraine)
TAMIR, Mrs. (Israël)
TAVAKOLIAN KOLVIR, Mr. (Iran, Rép. islamique)
TIAGI, Mr. (Inde)
TROTMAN, Mr. (Barbade)
VAN DE BURG, Mrs. (Pays-Bas)

s = suppléant; substitute; suplente.

VARAS GARCIA, Sra. (Espagne)
VARELA, Sr. (Uruguay)
VARGA, Ms. (Hongrie)
WOJCIK, Mr. (Pologne)
WON, Mr. (Corée, Rép. de)

Membres adjoints travailleurs - Deputy Workers' members - Miembros adjuntos trabajadores:

ABDULLA, Mr. (Bahreïn)
AHMED, Mr. (Pakistan)
ALI, Mr. (Bangladesh)
BATHILY, M. (Mali)
BEI, Mrs. (Autriche)
BODEN, Ms. (Suède)
BOUZOUBAA, M. (Maroc)
BULS, Mrs. (Allemagne)
CHILOV, M. (Ukraine)
CHIMPHAMBA, Mr. (Malawi)
DAEMEN, M. (Belgique)
DAHL, Mr. (Norvège)
DEUTSCH, Mlle (France)
DOEVI-TSIBIAKU, M. (Togo)
DRZEWICKI, Mr. (Pologne)
ESAU, Mr. (Namibie)
ETTY, Mr. (Pays-Bas)
FERNANDEZ, Sr. (Uruguay)
FORROVA, Mrs. (Slovaquie)
FRADES PERNAS, Sr. (Espagne)
GANDOUR, Mr. (Soudan)
GERASSI, Mrs. (Israël)
GHODHBANI, M. (Tunisie)
GLESENER, M. (Luxembourg)
GONORD, Mme (France)
GONZALEZ CHAVARRIA, Sr. (Chili)
GRAY, Mr. (Etats-Unis)
GUIMARAES, Mme (Portugal)
HARB, M. (Liban)
HEEGAARD, Mr. (Danemark)
HESSEDENZ, Mrs. (Allemagne)
IVERSEN, Mr. (Norvège)
JOHN, Mr. (Trinité-et-Tobago)
KANG, Mr. (Corée, Rép. de)
KAYA, Mr. (Turquie)
LEMKE, Mr. (Danemark)
MANOLIS, M. (Grèce)
MARONE, M. (Sénégal)
MAYMAN, Ms. (Australie)
MUGALLA, Mr. (Kenya)
NEYKOVA, Mrs. (Bulgarie)
NUNOO-QUAYE, Mr. (Ghana)
NYAMHOKYA, Mr. (Tanzanie, Rép.-Unie)
OLIVEIRA, Mr. (Brésil)
PASARIBU, Mr. (Indonésie)
PASCA, M. (Roumanie)
PEDERSEN, Ms. (Norvège)
PODOLINSKY, Mr. (Bélarus)
RASHID, Mr. (Emirats arabes unis)
RUSANEN, Mr. (Finlande)
SIBANDA, Mr. (Zimbabwe)

s = suppléant; substitute; suplente.

SIMMONS, Mr. (Bermudes)
SITHOLE, Mr. (Swaziland)
STEYNE, Mr. (Royaume-Uni)
TAPA, Miss (Chypre)
THAKAR, Mr. (Inde)
THEODORSEN, Ms. (Norvège)
TRUMP, Ms. (Etats-Unis)
VENUGOPAL, Mr. (Inde)
WILSON, Mr. (Nouvelle-Zélande)

s = suppléant; substitute; suplente.

COMMISSION DE LA COOPERATION TECHNIQUE

COMMITTEE ON TECHNICAL COOPERATION

COMISION DE LA COOPERACION TECNICA

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALLEMAGNE
REPUBLIQUE D'ANGOLA
ARABIE SAOUDITE
ARGENTINE
AUSTRALIE
AUTRICHE
AZERBAIDJAN
BAHAMAS
BAHREIN
BELGIQUE
BOTSWANA
BRESIL
BULGARIE
BURKINA FASO
BURUNDI
CANADA
CHILI
CHINE
COLOMBIE
REPUBLIQUE DE COREE
CUBA
DANEMARK
EGYPTE
EMIRATS ARABES UNIS
EQUATEUR
ESPAGNE
ESTONIE
ETATS-UNIS
FINLANDE
FRANCE
GRECE
HONGRIE
INDE
INDONESIE
REP.ISLAMIQUE D'IRAN
IRAQ
IRLANDE
ITALIE
JAPON
KAZAKHSTAN
KIRGHIZISTAN
KOWEIT
LESOTHO
LIBAN
MADAGASCAR
MALAISIE
MAROC
MAURICE
REP. DE MOLDOVA
MOZAMBIQUE
NAMIBIE
NICARAGUA
NIGERIA
NORVEGE
NOUVELLE-ZELANDE
OUGANDA
PAKISTAN
PAYS-BAS
PHILIPPINES
PORTUGAL
PEROU
QATAR
ROYAUME-UNI
FEDERATION DE RUSSIE
SIERRA LEONE
SOUDAN
SRI LANKA
SUEDE
SUISSE
SURINAME
SWAZILAND
REP. ARABE SYRIENNE
SENEGAL
REP.-UNIE DE TANZANIE
REPUBLIQUE TCHEQUE
TCHAD
TOGO
TRINITE-ET-TOBAGO
TUNISIE
TURQUIE
ZIMBABWE

Membres gouvernementaux adjoints - Govt. deputy members - Miembros gub. adjuntos:

BELARUS
CAMEROUN
COSTA RICA
MALAWI
MALI
MEXIQUE
MONGOLIE
MYANMAR
PAPOUASIE-NOUVELLE-GUINEE
POLOGNE
ROUMANIE
SLOVAQUIE
THAILANDE
URUGUAY

Membres employeurs - Employers' members - Miembros empleadores:

AFKHAMI, Mr.; s: BORGHEI SHIRAZI, Mr. (Iran, Rép. islamique)
AHMEDOV, Mr.; s: ASADOV, Mr.; HADJIEV, Mr. (Azerbaïdjan)
ANAND, Mr.; s: KALANTRI, Mr.; HAKEEM, Mr.; GARG, Mr.; NANDA, Mr.; KRISHNA, Mr. (I
ARBELOA, Sr.; s: ROJAS LOPEZ, Sr. (Venezuela)
AYE, Mr. (Myanmar)
BLANCO VILLEGAS, Sr.; s: ZAPIOLA, Sr.; BOLO, Sr. (Argentine)
BOEDJOSASTRO, Mr.; s: THAMRIN, Mr. (Indonésie)
BREVIG, Ms.; s: ODEGARD, Mr.; STOKLAND, Ms.; LINDEFJELD, Mr.; OSTMO, Mr. (Norvège
BURGE, Mr.; s: CORNACCHIO, Mr. (Etats-Unis)
BUSHELL, Mr. (Barbade)
CHIWESHE, Mr. (Zimbabwe)
DECOSTERD, M.; s: DUC, M. (Suisse)
DUCKY, Mr.; s: SLUNCIK, Mr. (Slovaquie)

s = suppléant; substitute; suplente.

FERRER DUFOL, Sr.; s: ADRADOS GAUTIER, Sra.; BUGALLAL ORTIZ, Sr. (Espagne)
HABAIBEH, Mr.; s: AL-DAJANI, Mr. (Jordanie)
ILBOUDO, M.; s: KABORE, M. (Burkina Faso)
IMOISILI, Mr. (Nigéria)
JEETUN, Mr. (Maurice)
JILANI, M.; s: BEN M'BAREK, M. (Tunisie)
KASWARRA RWAMURA, Mr. (Ouganda)
KOLMOGOROV, M.; s: BOLDEMAROVA, Mme (Russie, Féd. de)
KOYAMA, Mr.; s: SHIMIZU, Mr.; TSUJINO, Mr. (Japon)
KUNYAVSKY, Mr.; s: KUNTS, Mr. (Bélarus)
MACKIE, Miss; s: RICHARDS, Mr. (Royaume-Uni)
MAENDA, Mr.; s: MATTAKA, Mr. (Tanzanie, Rép.-Unie)
MAKEKA, Mr. (Lesotho)
MALLIA MILANES, Mr.; s: SCICLUNA, Mr. (Malte)
MARSHALL, Mr. (Nouvelle-Zélande)
MIKIDECHE, M.; s: HAMIDI, M.; BOUZAR, M. (Algérie)
NOAKES, Mr.; s: QUIRK, Mr. (Australie)
OECHSLIN, M.; s: BOUSSAT, M.; VICENSINI, M. (France)
OWUOR, Mr.; s: WANGANJU, Mr. (Kenya)
PAN, Mr.; s: QIN, Mr. (Chine)
RADAUTSANU, Mr.; s: SOBOR, Mr. (Moldova, Rép. de)
SANYAMBE, Mr.; s: MWANALUSHI, Mr. (Zambie)
SASSO-MAZZUFFERI, Mme; s: BARATTA, M.; GAMBARUTO, M. (Italie)
SELANDER, Mr.; s: CARLBERG, Mr.; FROSTLING, Mr.; MYRDAL, Mr. (Suède)
TAN, Mr.; s: DEEN, Mr. (Philippines)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

AL-JASSEM, Mr.; s: AL-OWAYESH, Mr. (Koweït)
ATASAYAR, Mr.; s: PIRLER, Mr. (Turquie)
BENDAÑA, Sr. (Nicaragua)
BEYDOUN, M. (Liban)
CERNA GGARCIA, Sr. (Honduras)
COULIBALY, M.; s: TOURE, M. (Mali)
DE LOS REYES, Sr. (Cuba)
DE VRIES, Mr. (Suriname)
DOBRIN, M.; s: SANDU, M.; CHELARIU, M. (Roumanie)
EL-HERRAWI, Mr.; s: FAHMY, Mr.; SHAHEB, Mr. (Egypte)
GAWISH, Mr.; s: AL-HENDY, Mr.; AL-MALAHANY, Mr. (Syrienne, Rép. Arabe)
GUILANDE, Mr. (Mozambique)
GUZMAN MATTA, Sr.; s: MONTT BALMACEDA, Sr. (Chili)
HULTIN, Mr. (Finlande)
KEP, Mr. (Papouasie-N.-Guinée)
MOKOKO KINGUE, Mr. (Cameroun)
MOKZHANI, Mr.; s: ZAIN MAJID, Mr. (Malaisie)
MONTERO CHAVARRIA, Sr. (Costa Rica)
McAULEY, Mr. (Irlande)
NEVES FILHO, Mr.; s: DONATO, Mr.; CARNEIRO RIBEIRO, Mr.; D'ARAUJO MARTINS, Mr. (Brésil
OULD SIDI MOHAMED, M. (Mauritanie)
PILICOS, Mr.; s: ANTONIOU, Mr. (Chypre)
POPOVIC, Mr. (Tchèque, Rép.)
SZIRMAI, Mr.; s: BARATH, Mr. (Hongrie)
TABANI, Mr. (Pakistan)
THUSING, Mr.; s: HESS, Mr. (Allemagne)
VAN HOLM, M.; s: MINNE, M. (Belgique)
VAN ZELLER, M.; s: PEREIRA FERNANDES, M.; CUSTODIO, M. (Portugal)
WHANG, Mr.; s: LEE, Mr. (Corée, Rép. de)

s = suppléant; substitute; suplente.

Membres travailleurs - Workers' members - Miembros trabajadores:

ACHMAD, Mr. (Indonésie)
AL-HAJ HASSAN, Mr. (Jordanie)
BATHILY, M. (Mali)
BRETT, Mr. (Royaume-Uni)
CALAMATTA, Mr. (Malte)
CHAHIR, M. (Maroc)
CHAROENPHAO, Mr. (Thaïlande)
COSMA, M. (Roumanie)
DEL RIO, Mme. (Italie)
DEL RIO DOÑE, Sr. (Dominicaine, Rép.)
DEUTSCH, Mlle (France)
DHIFALLI, M. (Tunisie)
EASSON, Mr. (Australie)
EDSTROM, Mr. (Suède)
GANDOUR, Mr. (Soudan)
GODONOGA, Mr. (Moldova, Rép. de)
GONTCHARIK, Mr. (Bélarus)
GORE, Mr. (Inde)
GUIRO, M. (Sénégal)
GYORGY, Mr. (Hongrie)
HEMMER, Ms. (Finlande)
HOUSCH, Mr. (Canada)
IBRAHIM, M. (Niger)
KHRAMOV, M. (Russie, Féd. de)
KIM, Mr. (Corée, Rép. de)
LEMKE, Mr. (Danemark)
LEMOS, M. (Grèce)
LEVIN, Mr. (Israël)
LIU, Mr. (Chine)
LOUEMBET, M. (Gabon)
LYNCH, Mr. (Etats-Unis)
MAGDALENO, Sr. (Venezuela)
MITREVA, Mrs. (Bulgarie)
MIZIOLEK, Mrs. (Pologne)
MUGALLA, Mr. (Kenya)
MUNOZ MOSQUEDA, Sr. (Mexique)
NAMOND, M. (Burkina Faso)
NUÑEZ GASCON, Sra. (Espagne)
OEZDEN-NEURY, Mme (Suisse)
OLIVEIRA, Mr. (Brésil)
OLIVEROS, Mr. (Philippines)
PRENTZAS, Mr. (Chypre)
QUINTANOVA, M. (Portugal)
REQUENA MARTINEZ, Sr. (Chili)
SITHOLE, Mr. (Swaziland)
THEODORSEN, Ms. (Norvège)
VAN OSCH, Mrs. (Pays-Bas)
WAGNER, M. (Luxembourg)
ZEIDAN, M. (Liban)

Membres adjoints travailleurs - Deputy Workers' members - Miembros adjuntos trabajadore

ABADJIEV, Mr. (Bulgarie)
AHMED, Mr. (Pakistan)
AL-MA'AYTAH, Mr. (Jordanie)
BAHIJ, M. (Maroc)
BECHARA, M. (Liban)

s = suppléant; substitute; suplente.

BO, Mr. (Danemark)
BOTELLO, Sr. (Mexique)
BUNNEY TUNACCA, Sr. (Chili)
DADDO, M. (Niger)
DAHL, Mr. (Norvège)
DELHOMENIE, M. (France)
DOEVI-TSIBIAKU, M. (Togo)
EL-HABR, M. (Liban)
ESAU, Mr. (Namibie)
ETAME NDEDI, Mr. (Cameroun)
GUVENC, Mr. (Turquie)
HAGNE, M. (Sénégal)
ISLAM KHAN, Mr. (Bangladesh)
IVERSEN, Mr. (Norvège)
KALINA, Mr. (Slovaquie)
KARGAARD, Mr. (Danemark)
KUTAL, Mr. (Papouasie-N.-Guinée)
MABUMO, Mr. (Mozambique)
MARTINES BRAGAS, Mr. (Brésil)
MAYMAN, Ms. (Australie)
MAYOMBO, M. (Gabon)
MERTEN, M. (Luxembourg)
MOMENI, Mr. (Iran, Rép. islamique)
MONTERO BISTILLEUR, Sr. (Cuba)
MORIN, Ms. (Norvège)
MPANGALA, Mr. (Tanzanie, Rép.-Unie)
MUKASA, Mr. (Ouganda)
OULD BRAHIM, M. (Mauritanie)
PARROT, M. (Canada)
PEDERSEN, Ms. (Norvège)
PODOLINSKY, Mr. (Bélarus)
SAENGSANK, Mr. (Thaïlande)
SAHRAOUI, M. (Tunisie)
SEENUNDUN, Mr. (Maurice)
SELA, Mr. (Israël)
SIDI SAID, M. (Algérie)
SIMMONS, Mr. (Bermudes)
SMOLAREK, Mr. (Pologne)
SPITERI, Mr. (Malte)
STEYNE, Mr. (Royaume-Uni)
TANAKA, Mr. (Japon)
THAKAR, Mr. (Inde)
TIAGI, Mr. (Inde)
TOTH, Mr. (Hongrie)
TROTMAN, Mr. (Barbade)
WILDERS, Mr. (Pays-Bas)
ZETTERVALL-THAPPER, Ms. (Suède)

s = suppléant; substitute; suplente.

COMMISSION DES RESOLUTIONS

RESOLUTIONS COMMITTEE

COMISION DE RESOLUCIONES

Membres gouvernementaux - Government members - Miembros gubernamentales:

ALLEMAGNE
REPUBLIQUE D'ANGOLA
ARABIE SAOUDITE
ARGENTINE
AUSTRALIE
AUTRICHE
AZERBAIDJAN
BAHREIN
BANGLADESH
BELGIQUE
BRESIL
BULGARIE
COTE D'IVOIRE
CAMEROUN
CANADA
CHILI
CHINE
REPUBLIQUE DE COREE
COSTA RICA
CUBA
DANEMARK
EGYPTE
EMIRATS ARABES UNIS
ESPAGNE
ETATS-UNIS
FINLANDE
FRANCE
GRECE
HONDURAS
HONGRIE
INDE
INDONESIE
REP.ISLAMIQUE D'IRAN
IRAQ
IRLANDE
ISLANDE
ISRAEL
JAPON
JORDANIE
KOWEIT
LIBAN
LUXEMBOURG
MALAISIE
MAROC
MEXIQUE
REP. DE MOLDOVA
MONGOLIE
NAMIBIE
NICARAGUA
NIGERIA
NORVEGE
PAKISTAN
PAYS-BAS
PHILIPPINES
POLOGNE
PORTUGAL
ROUMANIE
ROYAUME-UNI
FEDERATION DE RUSSIE
SAINT-MARIN
SINGAPOUR
SOUDAN
SUEDE
SUISSE
SWAZILAND
REP. ARABE SYRIENNE
SENEGAL
REPUBLIQUE TCHEQUE
TUNISIE
UKRAINE
URUGUAY
VENEZUELA
YEMEN
ZIMBABWE

Membres gouvernementaux adjoints - Govt. deputy members - Miembros gub. adjuntos:

BURUNDI
COLOMBIE
ITALIE
MYANMAR
NOUVELLE-ZELANDE
OUGANDA
QATAR
REP.-UNIE DE TANZANIE
THAILANDE
TURQUIE

Membres employeurs - Employers' members - Miembros empleadores:

ABOU LAHCEN, M.; s: BOULOUIZ, M.; EL ARBI EL HARRAS, M.; ARAQI, M. (Maroc)
AFKHAMI, Mr.; s: ROOSTA, Mr. (Iran, Rép. islamique)
AL-JASSEM, Mr. (Koweït)
AL-THANI, Mr. (Qatar)
ANAND, Mr.; s: KALANTRI, Mr.; HAKEEM, Mr.; GARG, Mr.; NANDA, Mr.; KRISHNA, Mr. (Inde
ARBELOA, Sr.; s: MONGIAT, Sr. (Venezuela)
ARBESSER-RASTBURG, Mr.; s: BRAUNER, Mr.; STRIMITZER, Mr. (Autriche)
BLANCO VILLEGAS, Sr.; s: MANTILLA, Sr.; EURNEKIAN, Sr. (Argentine)
BOEDJOSASTRO, Mr.; s: SUKARTIN, Mr. (Indonésie)
BURGE, Mr.; s: CANNING, Mr.; CORNACCHIO, Mr. (Etats-Unis)
DAHLAN, Mr. (Arabie saoudite)
DECOSTERD, M.; s: MEUWLY, M.; PLASSARD, M. (Suisse)
EL-HERRAWI, Mr.; s: SHAHEB, Mr. (Egypte)
FERRER DUFOL, Sr.; s: MORENO DUARTE, Sr.; ADRADOS GAUTIER, Sra. (Espagne)
GAWISH, Mr.; s: AL-HENDY, Mr.; AL-MALAHANY, Mr. (Syrienne, Rép. Arabe)
HAK, Miss (Pays-Bas)

s = suppléant; substitute; suplente.

HILB, Mr.; s: GATTEGNO, Mr. (Israël)
HULTIN, Mr.; s: HUTTUNEN, Mr. (Finlande)
JILANI, M.; s: M'KAISSI, M. (Tunisie)
KUNYAVSKY, Mr.; s: BLAGOVA, Ms. (Bélarus)
MACKIE, Miss; s: CASTLE, Mr. (Royaume-Uni)
MAENDA, Mr.; s: MATTAKA, Mr. (Tanzanie, Rép.-Unie)
MATTAR, Mr. (Emirats arabes unis)
MIKIDECHE, M. (Algérie)
OECHSLIN, M.; s: BOUSSAT, M.; VICENSINI, M.; TASSIN, M. (France)
SASSO-MAZZUFFERI, Mme; s: MACCIO, M.; GAMBARUTO, M. (Italie)
TABANI, Mr. (Pakistan)
TAN, Mr.; s: INOCENTES, Mr. (Philippines)
THUSING, Mr.; s: HESS, Mr. (Allemagne)
VAN ZELLER, M.; s: SALGUEIRO, M.; DA ROCHA NOVO, M.; PEREIRA FERNANDES, M.; CUSTODIO, M. (Portugal)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

ATASAYAR, Mr.; s: ALTINBASAK, Mr.; ASLAN, Mr. (Turquie)
BELL, Mr.; s: HALLIWELL, Mr.; PIRIE, Mr.; POLLARD, Mr.; McNICOLL, Mme (Canada)
BENDAÑA, Sr. (Nicaragua)
BEYDOUN, M. (Liban)
BREVIG, Ms.; s: ODEGARD, Mr.; STOKLAND, Ms.; LINDEFJELD, Mr.; OSTMO, Mr. (Norvège)
CERNA GGARCIA, Sr. (Honduras)
DE LOS REYES, Sr. (Cuba)
DOBRIN, M.; s: ZARA, M.; CHELARIU, M. (Roumanie)
GUZMAN MATTA, Sr.; s: VALDES SAENZ, Sr. (Chili)
KEP, Mr. (Papouasie-N.-Guinée)
KOLMOGOROV, M.; s: ALEKSEEV, M. (Russie, Féd. de)
KOYAMA, Mr.; s: SUZUKI, Mr.; TSUJINO, Mr. (Japon)
MONTERO CHAVARRIA, Sr. (Costa Rica)
NEVES FILHO, Mr. (Brésil)
NOAKES, Mr ; s: QUIRK, Mr.; PATTISON, Mr.; HAMPTON, Mr. (Australie)
RONNEST, Mr.; s: BURMOLLE, Mr.; JEPSEN, Mr.; VINTHER, Ms. (Danemark)
SELANDER, Mr.; s: CARLBERG, Mr.; FROSTLING, Mr.; MYRDAL, Mr. (Suède)
WHANG, Mr.; s: KWON, Mr. (Corée, Rép. de)
ZAVALA COSTA, Sr.; s: ZEGARRA GARNICA, Sr. (Pérou)

Membres travailleurs - Workers' members - Miembros trabajadores:

ABDON, Mr. (Soudan)
ABDULLA, Mr. (Bahreïn)
AERENLUND, Mrs. (Danemark)
AISA, Mr. (Syrienne, Rép. Arabe)
AL-BUAINAIN, Mr. (Qatar)
ALVIS FERNANDEZ, Sr. (Colombie)
BASNET, Mr. (Népal)
BECHARA, M. (Liban)
BEN SEDDIK, M. (Maroc)
BERAN, Mr. (Tchèque, Rép.)
BONMATI PORTILLO, Sr. (Espagne)
BOUSLAH, M. (Tunisie)
BRIESCH, M. (France)
BULGAK, Mr. (Bélarus)
CARR, Mrs. (Canada)
CHANG, Mr. (Corée, Rép. de)
CORTES MUÑOZ, Sr. (Chili)
DE CARVALHO, M. (Portugal)
ESPONDA ZEBADUA, Sr. (Mexique)

s = suppléant; substitute; suplente.

FRIEHS, Mr. (Autriche)
GHARIB, Mr. (Iraq)
HARAK, Mr. (Egypte)
HUANG, Mr. (Chine)
JOMA'A, Mr. (Arabie saoudite)
KAIBARA, Mr. (Japon)
KARA, Mr. (Israël)
KOSSEVA, Mrs. (Bulgarie)
LEARDINI, Mme (Saint-Marin)
MABUMO, Mr. (Mozambique)
MEDOR, M. (Sénégal)
MONTERO BISTILLEUR, Sr. (Cuba)
MUNYAKAZI, M. (Rwanda)
NAIK, Mr. (Inde)
PEDERSEN, Ms. (Norvège)
PETER, M. (Gabon)
PIZZAFERRI, M. (Luxembourg)
RACHMAN, Mr. (Indonésie)
RASHID, Mr. (Emirats arabes unis)
RESHETNIKOV, M. (Russie, Féd. de)
SENEVURATNE, Mr. (Sri Lanka)
SIETARAM, Mrs. (Pays-Bas)
SMITH, Mr. (Royaume-Uni)
SPYCHALSKA, Mrs. (Pologne)
TAPIOLA, Mr. (Finlande)
THAUMATURGO CORTIZO, Mr. (Brésil)
VANNI, M. (Italie)
VERA, Sr. (Venezuela)
WAGNER, Mr. (Allemagne)
WALDACK, M. (Belgique)
ZAAF, M. (Algérie)
ZAINAL, Mr. (Malaisie)
ZELLHOFER, Mr. (Etats-Unis)
ZETTERVALL-THAPPER, Ms. (Suède)

Membres adjoints travailleurs - Deputy Workers' members - Miembros adjuntos trabajadore

ADAMY, Mr. (Allemagne)
AHMED, Mr. (Pakistan)
ALMANAN, Mr. (Soudan)
AMIR, Mr. (Israël)
BAR-SHMUEL, Mr. (Israël)
BARKAN-BENKLER, Mr. (Israël)
BO, Mr. (Danemark)
BODEN, Ms. (Suède)
CABRERA, Sr. (Venezuela)
CAILLAT, M. (France)
CHAHIR, M. (Maroc)
CHRISTOFI, Mr. (Chypre)
COBOS, Sr. (Panama)
DAHL, Mr. (Norvège)
DASSIS, M. (Grèce)
DE BARROS, Mr. (Brésil)
EL-HABR, M. (Liban)
ETTY, Mr. (Pays-Bas)
FERNANDEZ MARTXUKA, Sr. (Espagne)
FERRARI, M. (Italie)
FRADES PERNAS, Sr. (Espagne)
GLESENER, M. (Luxembourg)

s = suppléant; substitute; suplente.

GRAY, Mr. (Etats-Unis)
GUIMARAES, Mme (Portugal)
HAMZA, Mr. (Iraq)
HEMMER, Ms. (Finlande)
HOSSU, M. (Roumanie)
ISLAM KHAN, Mr. (Bangladesh)
IVERSEN, Mr. (Norvège)
KABOUL, Mr. (Syrienne, Rép. Arabe)
KINSCH, M. (Luxembourg)
KJAER, Mrs. (Danemark)
LEMKE, Mr. (Danemark)
MALLON, Mr. (Canada)
MATHESON, Mr. (Australie)
MAURIACA, M. (Saint-Marin)
MIHOVILOVIC ETEROVIC, Sr. (Chili)
MOHAMED, Mr. (Bahreïn)
MORIN, Ms. (Norvège)
MOUSTAFA, Mr. (Egypte)
NAMOND, M. (Burkina Faso)
NIASSE, M. (Sénégal)
PODOLINSKY, Mr. (Bélarus)
QUINTANA GARCIA, Sr. (Cuba)
SANCHEZ MADARIAGA, Sr. (Mexique)
SIVARANI, Mrs. (Sri Lanka)
SOMBES, Mr. (Cameroun)
STEYNE, Mr. (Royaume-Uni)
SUDARUSO, Mr. (Indonésie)
SWITALA, Mr. (Pologne)
TAN, Mr. (Philippines)
TANAKA, Mr. (Japon)
TAVAKOLIAN KOLVIR, Mr. (Iran, Rép. islamique)
THAKAR, Mr. (Inde)
THEODORSEN, Ms. (Norvège)
TIAGI, Mr. (Inde)
TROTMAN, Mr. (Barbade)
VERONESE, M. (France)
WANG, Mr. (Chine)
ZEIDAN, M. (Liban)

s = suppléant; substitute; suplente.

COMMISSION DU REGLEMENT

STANDING ORDERS COMMITTEE

COMISION DEL REGLAMENTO

Membres gouvernementaux - Government members - Miembros gubernamentales:

ARGENTINE
AUSTRALIE
AUTRICHE
BRESIL
CANADA
CHINE
REPUBLIQUE DE COREE
ESPAGNE
ESTONIE
ETATS-UNIS
FINLANDE
FRANCE
GRECE
IRLANDE
JAPON
KOWEIT
LIBAN
MAROC
NORVEGE
PAYS-BAS
ROUMANIE
ROYAUME-UNI
FEDERATION DE RUSSIE
SLOVAQUIE
SUEDE
SUISSE
SENEGAL
REPUBLIQUE TCHEQUE
TURQUIE
ZIMBABWE

Membres gouvernementaux adjoints - Govt. deputy members - Miembros gub. adjuntos:

ALLEMAGNE
BURUNDI
EMIRATS ARABES UNIS
HONGRIE
INDONESIE
TUNISIE

Membres employeurs - Employers' members - Miembros empleadores:

BURGE, Mr.; s: CORNACCHIO, Mr.; POTTER, Mr. (Etats-Unis)
FERRER DUFOL, Sr.; s: BUGALLAL ORTIZ, Sr. (Espagne)
HAK, Miss (Pays-Bas)
OECHSLIN, M.; s: BOUSSAT, M.; VICENSINI, M. (France)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

AL-JASSEM, Mr.; s: AL-OMAR, Mr. (Koweït)
ANAND, Mr.; s: HAKEEM, Mr.; NANDA, Mr.; KRISHNA, Mr.; KALANTRI, Mr.; GARG, Mr. (Inde)
DOBRIN, M.; s: POPOVICI, M.; ZARA, M. (Roumanie)
GAWISH, Mr.; s: AL-HENDY, Mr.; AL-MALAHANY, Mr. (Syrienne, Rép. Arabe)
KEP, Mr. (Papouasie-N.-Guinée)
MACKIE, Miss (Royaume-Uni)
SASSO-MAZZUFFERI, Mme; s: GAMBARUTO, M. (Italie)
SELANDER, Mr.; s: OSTERBERG GROLL, Ms. (Suède)

Membres travailleurs - Workers' members - Miembros trabajadores:

AHMED, Mr. (Pakistan)
ALGOO M.B.E., Mr. (Maurice)
BAHIJ, M. (Maroc)
CARRASCO, Sr. (Venezuela)
DE CARVALHO, M. (Portugal)
DIOP, M. (Sénégal)
EDSTROM, Mr. (Suède)
EL-HABR, M. (Liban)
FERRARI, M. (Italie)
GRANTHAM, Mr. (Royaume-Uni)
GRAY, Mr. (Etats-Unis)
LORCHER, Mr. (Allemagne)
MIHOVILOVIC ETEROVIC, Sr. (Chili)
MUKASA, Mr. (Ouganda)
SAHRAOUI, M. (Tunisie)

s = suppléant; substitute; suplente.

SWITALA, Mr. (Pologne)
THAKAR, Mr. (Inde)

Membres adjoints travailleurs - Deputy Workers' members - Miembros adjuntos trabajadores:

BECHARA, M. (Liban)
BUSTOS HUERTA, Sr. (Chili)
CABRERA, Sr. (Venezuela)
EL MOKHAREK, M. (Maroc)
GHODHBANI, M. (Tunisie)
GORE, Mr. (Inde)
HARB, M. (Liban)
IBRAHIM, Mr. (Brésil)
MAJHOOB, Mr. (Iran, Rép. islamique)
MBAYE, M. (Sénégal)
NAIK, Mr. (Inde)
SIETARAM, Mrs. (Pays-Bas)
WOJCIK, Mr. (Pologne)

s = suppléant; substitute; suplente.

COMMISSION DE L'APARTHEID

COMMITTEE ON APARTHEID

COMISION DEL APARTHEID

Membres gouvernementaux - Government members - Miembros gubernamentales:

BELGIQUE
CHILI
CHINE
CUBA
DANEMARK
EGYPTE
ETATS-UNIS
FINLANDE
REP.ISLAMIQUE D'IRAN
JAMAIQUE
MOZAMBIQUE
NAMIBIE
NIGERIA
OUGANDA
FEDERATION DE RUSSIE
REP.-UNIE DE TANZANIE
ZIMBABWE

Membres employeurs - Employers' members - Miembros empleadores:

ABOU LAHCEN, M.; s: ARAQI, M. (Maroc)
AL-JASSEM, Mr.; s: AL-OMAR, Mr. (Koweït)
ANAND, Mr.; s: KALANTRI, Mr.; HAKEEM, Mr.; GARG, Mr.; NANDA, Mr.; KRISHNA, Mr. (Inde)
BELL, Mr.; s: HALLIWELL, Mr.; PIRIE, Mr.; POLLARD, Mr.; McNICOLL, Mme (Canada)
HAK, Miss (Pays-Bas)
MACKIE, Miss; s: CHESHIRE, Mr. (Royaume-Uni)
MAENDA, Mr.; s: JAMES, Mr. (Tanzanie, Rép.-Unie)
OWUOR, Mr.; s: WANGANJU, Mr. (Kenya)
SANYAMBE, Mr. (Zambie)
TAN, Mr.; s: HERNANDEZ, Mr. (Philippines)

Membres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

CHIWESHE, Mr. (Zimbabwe)
DAMBE, Mr. (Botswana)
EL-HERRAWI, Mr.; s: GAZARIN, Mr.; SHAHEB, Mr. (Egypte)
GAWISH, Mr.; s: AL-HENDY, Mr.; AL-MALAHANY, Mr. (Syrienne, Rép. Arabe)
JILANI, M.; s: M'KAISSI, M. (Tunisie)
KEP, Mr. (Papouasie-N.-Guinée)
OECHSLIN, M.; s: BOUSSAT, M.; VICENSINI, M. (France)
SCHMIDT, Mr.; s: SHIKANGALA, Mr. (Namibie)

s = suppléant; substitute; suplente.

COMMISSION DE PROPOSITION

SELECTION COMMITTEE

COMISION DE PROPOSICION

bres gouvernementaux - Government members - Miembros gubernamentales:

ALLEMAGNE
AUSTRALIE
BANGLADESH
BELGIQUE
BRESIL
BULGARIE
BELARUS
CAMEROUN
CANADA
CHINE
COSTA RICA
EMIRATS ARABES UNIS
ETATS-UNIS
FRANCE
INDE
ITALIE
JAPON
LESOTHO
MADAGASCAR
MAROC
MEXIQUE
NIGERIA
PHILIPPINES
ROYAUME-UNI
FEDERATION DE RUSSIE
TOGO
URUGUAY
VENEZUELA

bres gouvernementaux adjoints - Govt. deputy members - Miembros gub. adjuntos:

ARGENTINE
BOLIVIE
REP.CENTRAFRICAINE
CONGO
DANEMARK
HONDURAS
INDONESIE
IRLANDE
KENYA
MALAWI
MALTE
NIGER
NOUVELLE-ZELANDE
PAKISTAN
PEROU
ROUMANIE
REPUBLIQUE TCHEQUE
TUNISIE

bres employeurs - Employers' members - Miembros empleadores:

BURGE, Mr. (Etats-Unis)
DEL REGIL, Sr. (Mexique)
GAZARIN, Mr. (Egypte)
HAK, Miss (Pays-Bas)
KASWARRA RWAMURA, Mr. (Ouganda)
M'KAISSI, M. (Tunisie)
MACKIE, Miss (Royaume-Uni)
NASR, M. (Liban)
NEVES FILHO, Mr. (Brésil)
NOAKES, Mr. (Australie)
OECHSLIN, M. (France)
OWUOR, Mr. (Kenya)
THUSING, Mr. (Allemagne)
TSUJINO, Mr. (Japon)

bres adjoints employeurs - Deputy Employers' members - Miembros adjuntos empleadores:

AL-JASSEM, Mr. (Koweït)
FERRER DUFOL, Sr. (Espagne)
HALLIWELL, Mr. (Canada)
HULTIN, Mr. (Finlande)
OULD SIDI MOHAMED, M. (Mauritanie)
TABANI, Mr. (Pakistan)
TAN, Mr. (Singapour)
TOURE, M. (Mali)
VAN HOLM, M. (Belgique)
ZAIN MAJID, Mr. (Malaisie)

= suppléant; substitute; suplente.

Membres travailleurs - Workers' members - Miembros trabajadores:

AHMED, Mr. (Pakistan)
BUSTOS HUERTA, Sr. (Chili)
CARR, Mrs. (Canada)
ENGELEN-KEFER, Ms. (Allemagne)
GRAY, Mr. (Etats-Unis)
ITOH, Mr. (Japon)
KLOCHKOV, M. (Russie, Féd. de)
NYAMHOKYA, Mr. (Tanzanie, Rép.-Unie)
OLIVEROS, Mr. (Philippines)
SANCHEZ MADARIAGA, Sr. (Mexique)
SHAMENDA, Mr. (Zambie)
SIETARAM, Mrs. (Pays-Bas)
VANNI, M. (Italie)

REPORTS OF THE SELECTION COMMITTEE

SECOND REPORT

Requests for representation in Conference committees
submitted by non-governmental international organizations

In accordance with Article 56, paragraph 9 of the Standing Orders of the Conference, the Officers of the Selection Committee recommend to the Conference that the following organizations be invited to be epresented in the committees stated:

- Education International (Committee on the Application of Standards; Committee on Part-Time Work; Committee on Technical Cooperation; Committee on Apartheid);

- International Federation of Building and Woodworkers (Committee on the Prevention of Industrial Accidents; Committee on Part-Time Work)

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

GABON
GHANA
JAMAHIRIYA ARABE LIBYENNE
LUXEMBOURG

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. GARG comme suppléant de Mr. ANAND (Inde)
Mr. HAKEEM comme suppléant de Mr. ANAND (Inde)
Mr. KALANTRI comme suppléant de Mr. ANAND (Inde)
Mr. KRISHNA comme suppléant de Mr. ANAND (Inde)

add/ajouter/añadir

Sr. HASHEMI comme suppléant de Mr. AFKHAMI (Iran, Rép. islamique)
Mr. MACHALSKI; s: Mr. RACZKA (Pologne)
M. VINCENSINI comme suppléant de M. OECHSLIN (France)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. AMONOO; s: Mrs. ANANG (Ghana)
M. KAHOUL comme suppléant de M. MIKIDECHE (Algérie)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

M. DADDO (Niger)
Sr. ESPINAL (Honduras)
Sr. ETCHEVERRI ESPINOLA (Paraguay)
Mr. MOHAMED (Malaisie)
Sr. MORENO (Nicaragua)
Mr. SALEH (Yémen)

filmed as bound

kers' deputy members
bres travailleurs adjoints
mbros trabajadores adjuntos

add/ajouter/añadir

Mr. AL-KAHALANY (Yémen)
Mr. COHEN (Israël)
Sr. GOMEZ ESGUERRA (Colombie)
Sr. LEDESMA (Paraguay)
Ms. O'DONOVAN (Irlande)
Sra. PALACIOS BENAVIDEZ (Nicaragua)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

ernment members
bres gouvernementaux
mbros gubernamentales

add/ajouter/añadir

GABON
JAMAHIRIYA ARABE LIBYENNE
LUXEMBOURG

t. deputy members
bres gouv. adjoints
mbros gub. adjuntos

add/ajouter/añadir

GHANA

loyers' members
bres employeurs
mbros empleadores

delete/supprimer/suprimir

Mr. GARG comme suppléant de Mr. ANAND (Inde)
IRAWAN comme suppléant de Mr. ANAND (Inde)
Mr. KALANTRI comme suppléant de Mr. ANAND (Inde)
Mr. KRISHNA comme suppléant de Mr. ANAND (Inde)
Mr. NANDA comme suppléant de Mr. ANAND (Inde)

add/ajouter/añadir

Mr. AMONOO; s: Mr. IDUN-OGDEN; Mr. ADJIERTEH (Ghana)
IRAWAN comme suppléant de Mr. ANAND (Inde)
Mr. IRAWAN comme suppléant de Mr. BOEDJOSASTRO (Indonésie)
Mr. MACHALSKI; s: Mrs. JASIENSKA (Pologne)
M. RABEMANANTSOA; s: M. RAMANANKASINA (Madagascar)
Mr. RUDOLPH comme suppléant de Miss HAK (Pays-Bas)

loyers' deputy members
ores employeurs adjoints
abros empleadores adjuntos

add/ajouter/añadir

M. SEDDOH (Togo)

kers' members
ores travailleurs
nbros trabajadores

delete/supprimer/suprimir

Mr. BARUT (Turquie)
M. BOUZIA (Maroc)
M. CHAIEB (Tunisie)
M. CHILOV (Ukraine)
M. DADDO (Niger)
M. DELIGIANNAKIS (Grèce)
Mr. GERGELY (Hongrie)
M. HARB (Liban)
Mr. HATHONG (Thaïlande)
Mr. KABOUL (Syrienne, Rép. Arabe)

Mr. KONSTANTY (Allemagne)
M. KONZ (Luxembourg)
Mr. LEE (Corée, Rép. de)
M. NZIENGUI MOUCKETOU (Gabon)
M. SIDI SAID (Algérie)

add/ajouter/añadir

Mr. COHEN (Israël)
Mr. NADLAR (Indonésie)
M. STUDER (Suisse)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. BARUT (Turquie)
M. BOUZIA (Maroc)
M. CHAIEB (Tunisie)
M. CHILOV (Ukraine)
M. CONUS (Suisse)
M. CORNEL MURAT (Roumanie)
M. DADDO (Niger)
M. DELIGIANNAKIS (Grèce)
Mr. GERGELY (Hongrie)
M. HARB (Liban)
Mr. HATHONG (Thaïlande)
Mr. KABOUL (Syrienne, Rép. Arabe)
Mr. KONSTANTY (Allemagne)
M. KONZ (Luxembourg)
Mr. LEE (Corée, Rép. de)
M. NZIENGUI MOUCKETOU (Gabon)
Sr. OJEDA (Paraguay)
Mr. PUTRA (Malaisie)
M. SIDI SAID (Algérie)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

GABON
JAMAHIRIYA ARABE LIBYENNE
LUXEMBOURG

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

GHANA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. GARG comme suppléant de Mr. ANAND (Inde)
Mr. HAKEEM comme suppléant de Mr. ANAND (Inde)
Mr. KALANTRI comme suppléant de Mr. ANAND (Inde)
Mr. NANDA comme suppléant de Mr. ANAND (Inde)

add/ajouter/añadir

Mr. AMONOO; s: Mrs. ANANG (Ghana)
Sr. DEL REGIL; s: Sr. DIAZ GUAJARDO (Mexique)
Mr. MACHALSKI; s: Mrs. GERSDORF (Pologne)
M. RABEMANANTSOA; s: M. RAMANANKASINA (Madagascar)
M. SEDDOH (Togo)
Mr. ZUPANIC; s: Mrs. JAKOPANEC (Slovénie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. NIASSE (Sénégal)

add/ajouter/añadir

Mme HAGNE (Sénégal)
Ms. O'DONOVAN (Irlande)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. BALMA (Burkina Faso)
Sr. CHAMORRO (Paraguay)
Mr. ISHAK (Malaisie)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

GABON
GHANA
JAMAHIRIYA ARABE LIBYENNE
LUXEMBOURG

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

M. ABOGHE OBAME; s: M. EVOUNA MVONO (Gabon)
Mr. AMONOO; s: Mr. MINTA-JACOBS (Ghana)
Mr. KORALSKI (Bulgarie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. HRABE comme suppléant de Mr. POPOVIC (Tchèque, Rép.)
M. NASR comme suppléant de M. BEYDOUN (Liban)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. NGUYEN VAN TU (Viet Nam)
Mr. SUHBAATAR (Mongolie)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Sr. LOPEZ (Paraguay)
M. MIRON (Roumanie)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

URUGUAY

add/ajouter/añadir

JAMAHIRIYA ARABE LIBYENNE
QATAR
THAILANDE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

delete/supprimer/suprimir

QATAR
THAILANDE

add/ajouter/añadir

GHANA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. HAKEEM comme suppléant de Mr. ANAND (Inde)
Mr. KALANTRI comme suppléant de Mr. ANAND (Inde
Mr. KRISHNA comme suppléant de Mr. ANAND (Inde)
Mr. NANDA comme suppléant de Mr. ANAND (Inde)

add/ajouter/añadir

Mr. MUSTAFA (Soudan)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. AMONOO (Ghana)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mrs. AERENLUND (Danemark)

add/ajouter/añadir

Mr. AL-KAHALANY (Yémen)
Mr. FLYNN (Irlande)
Mr. GHETASSI (Iran, Rép. islamique)
Mrs. KJAER (Danemark)
Sra. PALACIOS BENAVIDEZ (Nicaragua)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mrs. KJAER (Danemark)

add/ajouter/añadir

Mrs. AERENLUND (Danemark)
Sr. GONZALEZ BOAN (Espagne)
Sr. MORENO (Nicaragua)
Ms. O'DONOVAN (Irlande)
Mr. SALEH (Yémen)

STANDING ORDERS COMMITTEE
COMMISSION DU REGLEMENT
COMISION DEL REGLAMENTO

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

SLOVAQUIE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

SLOVAQUIE

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

Mr. GARG comme suppléant de Mr. ANAND (Inde)
Mr. HAKEEM comme suppléant de Mr. ANAND (Inde)
Mr. KRISHNA comme suppléant de Mr. ANAND (Inde)
Mr. NANDA comme suppléant de Mr. ANAND (Inde)

COMMITTEE ON APARTHEID
COMMISSION DE L'APARTHEID
COMISION DEL APARTHEID

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

REP. ARABE SYRIENNE

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. BELL; s: Mr. HALLIWELL; Mr. PIRIE; Mr. POLLARD; Mme McNICOLL (Canada)
Mr. GARG comme suppléant de Mr. ANAND (Inde)
Mr. HAKEEM comme suppléant de Mr. ANAND (Inde)
Mr. KRISHNA comme suppléant de Mr. ANAND (Inde)
Mr. NANDA comme suppléant de Mr. ANAND (Inde)

add/ajouter/añadir

Mr. AMONOO (Ghana)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. BELL; s: Mr. HALLIWELL; Mr. PIRIE; Mr. POLLARD; Mme McNICOLL (Canada)

Workers' members
Membres travailleurs add/ajouter/**añadir**
Miembros trabajadores

- Mr. ANIGBO (Nigéria)
- M. CAILLAT (France)
- Mrs. CARR (Canada)
- M. DJEFFAL (Algérie)
- M. DOEVI-TSIBIAKU (Togo)
- Mr. ESAU (Namibie)
- Mr. GRANTHAM (Royaume-Uni)
- Mr. ITOH (Japon)
- Ms. KORHONEN (Finlande)
- Mr. LESCAULT (Etats-Unis)
- Mr. MABUMO (Mozambique)
- Sr. MONTERO BISTILLEUR (Cuba)
- Mr. MPANGALA (Tanzanie, Rép.-Unie)
- M. N'ZAKUNDOMBA (Angola)
- Mr. PRENTZAS (Chypre)
- M. RESHETNIKOV (Russie, Féd. de)
- Mr. SIBANDA (Zimbabwe)
- M. TIXIER (France)
- Mr. TROTMAN (Barbade)

Workers' deputy members
Membres travailleurs adjoints add/ajouter/**añadir**
Miembros trabajadores adjuntos

- Mr. AHMED (Pakistan)
- M. BEN KADDOUR (Tunisie)
- Mr. LIU (Chine)
- Mr. MAJHOOB (Iran, Rép. islamique)
- M. MUNYAKAZI (Rwanda)
- M. POLIZOGOPOULOS (Grèce)
- M. SIGNORELLI (Italie)
- Mr. SUNDARAM (Sri Lanka)
- Mr. THAKAR (Inde)
- Mr. WAGNER (Allemagne)
- Mr. WOJCIK (Pologne)

SELECTION COMMITTEE
COMMISSION DE PROPOSITION
COMISION DE PROPOSICION

Workers' members
Membres travailleurs add/ajouter/añadir
Miembros trabajadores

- M. KEBE (Guinée)

Workers' deputy members
Membres travailleurs adjoints add/ajouter/añadir
Miembros trabajadores adjuntos

- Sr. QUINTANA GARCIA (Cuba)

REPORTS OF THE SELECTION COMMITTEE

THIRD REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux add/ajouter/añadir
Miembros gubernamentales

ALGERIE
REP.CENTRAFRICAINE
CHYPRE
EQUATEUR
LITUANIE
RWANDA

Govt. deputy members
Membres gouv. adjoints add/ajouter/añadir
Miembros gub. adjuntos

L'EX-REPUBLIQUE YOUGOSLAVE DE MACEDOINE
AFGHANISTAN
JAMAIQUE

Employers' members
Membres employeurs add/ajouter/añadir
Miembros empleadores

Mr. MEKERBI; s: Mr. KWERI (Libyenne Jama. arabe)
M. SIMBARE (Burundi)

Employers' deputy members
Membres employeurs adjoints add/ajouter/añadir
Miembros empleadores adjuntos

Mr. MOUTON comme suppléant de Mr. SCHMIDT (Namibie

Workers' members
Membres travailleurs add/ajouter/añadir
Miembros trabajadores

Mr. IBRAHIM (Libyenne Jama. arabe)
M. TRINDADE (Portugal)

Workers' deputy members
Membres travailleurs adjoints add/ajouter/añadir
Miembros trabajadores adjuntos

Mr. ABUZEID (Libyenne Jama. arabe)
M. AFILAL (Maroc)

M. BOUZIA (Maroc)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

SRI LANKA

add/ajouter/añadir

ALGERIE
REP.CENTRAFRICAINE
CHYPRE
JAMAIQUE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

L'EX-REPUBLIQUE YOUGOSLAVE DE MACEDOINE
AFGHANISTAN
SRI LANKA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. DUCKY; s: Mr. BLANARIK (Slovaquie)
Mr. GAWISH; s: Mr. AL-HENDY; Mr. AL-MALAHANY (Syrienne, Rép. Arabe)
M. KOLMOGOROV; s: M. SIDORIN (Russie, Féd. de)
M. MIKIDECHE (Algérie)

add/ajouter/añadir

Mr. MOUTON comme suppléant de Mr. SCHMIDT (Nam
M. SIMBARE (Burundi)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. DUCKY; s: Mr. BLANARIK (Slovaquie)
Mr. GAWISH; s: Mr. AL-HENDY; Mr. AL-MALAHANY (Syrienne, Rép. Arabe)
M. KOLMOGOROV; s: M. SIDORIN (Russie, Féd. de)
M. MIKIDECHE (Algérie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. LEEMANS (Belgique)

add/ajouter/añadir

Mme FERNANDES (Portugal)
Mr. KONSTANTY (Allemagne)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. CHERRAT (Maroc)

M. LEEMANS (Belgique)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Government members
Membres gouvernementaux
Miembros gubernamentales

delete/supprimer/suprimir

QATAR

add/ajouter/añadir

ALGERIE
REP.CENTRAFRICAINE
CHYPRE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

L'EX-REPUBLIQUE YOUGOSLAVE DE MACEDOINE
QATAR

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

Mr. MOUTON comme suppléant de Mr. SCHMIDT (Namibie)
Mrs. PETTY (Bahamas)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. KING (Sierra Leone)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. CHERRAT (Maroc)
M. EL-HABR (Liban)
Sr. GUANTE (Dominicaine, Rép.)
Sr. HERRERA TORRES (Costa Rica)
M. MEZIANI (Algérie)
Mr. RAUB (Autriche)
M. STOYANE (Ukraine)
Mr. WON (Corée, Rép. de)

add/ajouter/añadir

Sra. DEUTSCH (Venezuela)
Mr. TAN (Singapour)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. CHERRAT (Maroc)
M. EL-HABR (Liban)
Sr. GUANTE (Dominicaine, Rép.)
Sr. HERRERA TORRES (Costa Rica)
Sr. LEON TRUJILLO (Venezuela)
M. MEZIANI (Algérie)
Mr. RAUB (Autriche)
M. STOYANE (Ukraine)

Mr. WON (Corée, Rép. de)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ALGERIE
REP.CENTRAFRICAINE
JAMAIQUE
NIGER
RWANDA
VIET NAM

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

L'EX-REPUBLIQUE YOUGOSLAVE DE MACEDOINE

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. MEKERBI; s: Mr. KWERI (Libyenne Jama. arabe)
Mr. SCHMIDT; s: Mr. MOUTON (Namibie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. KHRAMOV (Russie, Féd. de)

add/ajouter/añadir

Mr. ABUZEID (Libyenne Jama. arabe)
M. LVOV (Russie, Féd. de)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. IBRAHIM (Libyenne Jama. arabe)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ALGERIE
REP.CENTRAFRICAINE
SRI LANKA

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

L'EX-REPUBLIQUE YOUGOSLAVE DE MACEDOINE
AFGHANISTAN

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

Mr. MEKERBI; s: Mr. KWERI (Libyenne Jama. arabe)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. BECHARA (Liban)
M. BEN SEDDIK (Maroc)
Sr. BONMATI PORTILLO (Espagne)
Mr. BULGAK (Bélarus)
Mrs. CARR (Canada)
Mr. CHANG (Corée, Rép. de)
Mr. HARAK (Egypte)
Sr. MONTERO BISTILLEUR (Cuba)
M. PETER (Gabon)

add/ajouter/añadir

Sr. FRADES PERNAS (Espagne)
Mr. HWAIDI (Libyenne Jama. arabe)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Sr. FRADES PERNAS (Espagne)
M. GLESENER (Luxembourg)

add/ajouter/añadir

M. BECHARA (Liban)
M. BEN SEDDIK (Maroc)
Sr. BONMATI PORTILLO (Espagne)
M. BOUZOUBAA (Maroc)
Mr. BULGAK (Bélarus)
Mrs. CARR (Canada)
Mr. CHANG (Corée, Rép. de)
M. CHERRAT (Maroc)
M. DJEFFAL (Algérie)
Mr. HARAK (Egypte)
Mr. JALOUD (Libyenne Jama. arabe)
Sr. MONTERO BISTILLEUR (Cuba)
Mr. NADLAR (Indonésie)
M. PETER (Gabon)

STANDING ORDERS COMMITTEE
COMMISSION DU REGLEMENT
COMISION DEL REGLAMENTO

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

REP.CENTRAFRICAINE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

add/ajouter/añadir

AFGHANISTAN

COMMITTEE ON APARTHEID
COMMISSION DE L'APARTHEID
COMISION DEL APARTHEID

Employers' deputy members
Membres employeurs adjoints add/ajouter/añadir
Miembros empleadores adjuntos

Mr. MOUTON comme suppléant de Mr. SCHMIDT (Namibi

REPORTS OF THE SELECTION COMMITTEE

FOURTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux — add/ajouter/añadir
Miembros gubernamentales

COMORES
GUINEE EQUATORIALE
PANAMA

Employers' members
Membres employeurs — delete/supprimer/suprimir
Miembros empleadores

Mr. AFKHAMI; s: Sr. HASHEMI (Iran, Rép. islamique)
Mr. AHMEDOV; s: Mr. ASADOV; Mr. HADJIEV (Azerbaïdjan)
Mr. KUNYAVSKY; s: Mr. KUNTS (Bélarus)
Mr. MACHALSKI: s: Mr. RACZKA (Pologne)

add/ajouter/añadir

M. TIAGO GOMES; s: M. RODRIGUES (Angola)

Employers' deputy members
Membres employeurs adjoints — add/ajouter/añadir
Miembros empleadores adjuntos

Mr. AFKHAMI; s: Sr. HASHEMI (Iran, Rép. islamique)
Mr. AHMEDOV; s: Mr. ASADOV; Mr. HADJIEV (Azerbaïdjan)
Mr. KUNYAVSKY; s: Mr. KUNTS (Bélarus)
Mr. MACHALSKI; s: Mr. RACZKA (Pologne)
Mr. RAINYS (Lituanie)

Workers' members
Membres travailleurs — add/ajouter/añadir
Miembros trabajadores

Mr. AL-AZMI (Koweït)
M. DOSSOU (Bénin)
M. SANDOS (Centrafricaine, Rép.)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. EASSON (Australie)

add/ajouter/añadir

Mr. AL-KANDARY (Koweït)
Mr. GEORGE (Australie)
M. LEBRUN (Haïti)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ITALIE

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

Mr. HYDER (Bangladesh)
M. KOLMOGOROV; s: M. SIDORIN (Russie, Féd. de)
Mr. RAINYS (Lituanie)
M. TIAGO GOMES; s: M. RODRIGUES (Angola)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

M. KOLMOGOROV; s: M. SIDORIN (Russie, Féd. de)

add/ajouter/añadir

Sr. DO CARMO comme suppléant de Mr. NEVES FILHO (Brésil)
Sr. SFOGGIA comme suppléant de Mr. NEVES FILHO (Brésil)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. ALGOO M.B.E. (Maurice)
Mr. ALI (Soudan)
Mr. COHEN (Israël)
M. TRAORE (Côte d'Ivoire)

add/ajouter/añadir

Mr. AL-KANDARY (Koweït)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. ALGOO M.B.E. (Maurice)
Mr. ALI (Soudan)
Mr. ANIGBO (Nigéria)
Mr. COHEN (Israël)
Mrs. DOVIDENIENE (Lituanie)
M. TRAORE (Côte d'Ivoire)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Government members Membres gouvernementaux Miembros gubernamentales	add/ajouter/añadir COTE D'IVOIRE
Govt. deputy members Membres gouv. adjoints Miembros gub. adjuntos	add/ajouter/añadir ISRAEL
Employers' deputy members Membres employeurs adjoints Miembros empleadores adjuntos	add/ajouter/añadir Sr. DAIHA comme suppléant de Mr. NEVES FILHO (Brésil) M. GIELE (Bénin) Mr. MULMI (Népal) Mr. RAINYS (Lituanie)
Workers' members Membres travailleurs Miembros trabajadores	delete/supprimer/suprimir Mr. KOORNAAR (Suriname) Mr. TROTMAN (Barbade) add/ajouter/añadir Mme CRIDAZZI (Suisse) Mrs. DOVIDENIENE (Lituanie) M. RABEMANANTSOA (Madagascar)
Workers' deputy members Membres travailleurs adjoints Miembros trabajadores adjuntos	add/ajouter/añadir Mr. KOORNAAR (Suriname) M. KUBWIMANA (Burundi) M. MOSIMANN (Suisse) Mr. TROTMAN (Barbade)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Government members Membres gouvernementaux Miembros gubernamentales	add/ajouter/añadir GUINEE EQUATORIALE
Observer Observateur Observador	add/ajouter/añadir SAINT-SIEGE
Employers' members Membres employeurs Miembros empleadores	add/ajouter/añadir Sr. BARCIA comme suppléant de (Brésil)

M. GIELE (Bénin)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

M. KUBWIMANA (Burundi)
M. LEBRUN (Haïti)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mrs. DOVIDENIENE (Lituanie)
M. SANDOS (Centrafricaine, Rép.)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

NOUVELLE-ZELANDE

Govt. deputy members
Membres gouv. adjoints
Miembros gub. adjuntos

delete/supprimer/suprimir

NOUVELLE-ZELANDE

Observer
Observateur
Observador

add/ajouter/añadir

SAINT-SIEGE

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Miss HAK (Pays-Bas)

add/ajouter/añadir

Mr. MULMI (Népal)
Mr. SHARIF comme suppléant de Mr. TABANI (Pakist

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. FETT comme suppléant de Mr. NEVES FILHO (Brés
Miss HAK (Pays-Bas)

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Mr. AL-BAKR (Koweït)
Mr. MUCO (Albanie)
M. SAME (Afghanistan)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. AL-KANDARY (Koweït)
Mr. GLESENER (Luxembourg)

COMMITTEE ON APARTHEID
COMMISSION DE L'APARTHEID
COMISION DEL APARTHEID

Workers' members
Membres travailleurs
Miembros trabajadores

add/ajouter/añadir

Sr. LEON TRUJILLO (Venezuela)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. AGYEI (Ghana)

REPORTS OF THE SELECTION COMMITTEE

FIFTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members
Membres gouvernementaux add/ajouter/añadir
Miembros gubernamentales

GUINEE
NIGER
PANAMA

Employers' members
Membres employeurs delete/supprimer/suprimir
Miembros empleadores

Mr. BELL; s: Mr. HALLIWELL; Mr. PIRIE; Mr. POLLA
 Mme McNICOLL (Canada)
Mr. SUSAC; s: Mr. SUNARA (Croatie)
M. VAN HOLM; s: M. MINNE (Belgique)

Employers' deputy members
Membres employeurs adjoints add/ajouter/añadir
Miembros empleadores adjuntos

M. BASHIRI (Afghanistan)
Mr. BELL; s: Mr. HALLIWELL; Mr. PIRIE; Mr. POLLA
 Mme McNICOLL (Canada)
Mr. KEP (Papouasie-N.-Guinée)
Mr. SUSAC; s: Mr. SUNARA (Croatie)
M. VAN HOLM; s: M. MINNE (Belgique)

Workers' members
Membres travailleurs add/ajouter/añadir
Miembros trabajadores

Mr. CHAROENPHAO (Thaïlande)
M. JBOUROI ALI TABIBOU (Comores)
Sr. LAZO PERALTA (Pérou)
Mme ROLLI (Suisse)

Workers' deputy members
Membres travailleurs adjoints delete/supprimer/suprimir
Miembros trabajadores adjuntos

M. AFILAL (Maroc)
M. BOUZIA (Maroc)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

GUINEE

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. TAN (Singapour)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Sr. DEL REGIL; s: Sr. GUTIERREZ GARCIA (Mexique)
M. SOW; s: M. DIOP (Sénégal)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. AL-KANDARY (Koweït)
Mr. KONSTANTY (Allemagne)
Mr. SIBANDA (Zimbabwe)
M. STUDER (Suisse)

add/ajouter/añadir

M. BOUZIA (Maroc)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

M. BOUZIA (Maroc)
M. CHERRAT (Maroc)

add/ajouter/añadir

Mr. AL-KANDARY (Koweït)
Mr. DEL PRADO (Philippines)
Mr. KONSTANTY (Allemagne)
Mr. SIBANDA (Zimbabwe)
M. STUDER (Suisse)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

GUINEE
PANAMA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. ABOU LAHCEN; s: M. BOULOUIZ;
M. EL ARBI EL HARRAS (Maroc)
Mr. GAWISH; s: Mr. AL-HENDY; Mr. MALAHANI
(Syrienne, Rép. Arabe)
Mr. SCHMIDT; s: Mr. SHIKANGALA; Mr. MOUTON (Namil

add/ajouter/añadir

M. AKA ANGHUI (Côte d'Ivoire)
Mr. AL-DOUFAYRI; s: Mr. SALEM (Yémen)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

Mr. MULMI (Népal)

add/ajouter/añadir

M. ABOU LAHCEN; s: M. BOULOUIZ;
M. EL ARBI EL HARRAS (Maroc)
Mr. GAWISH; s: Mr. AL-HENDY; Mr. MALAHANI
(Syrienne, Rép. Arabe)
M. SABO; s: M. SEYBOU (Niger)
Mr. SCHMIDT; s: Mr. SHIKANGALA; Mr. MOUTON (Namib

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. ANTONIOU (Chypre)
M. DA COSTA (Angola)
Mr. ETAME NDEDI (Cameroun)
Mr. KEMBA (Namibie)

add/ajouter/añadir

M. CHERRAT (Maroc)
Mr. KOORNAAR (Suriname)
Mr. RAUB (Autriche)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

M. CHERRAT (Maroc)
Mr. KOORNAAR (Suriname)
Mr. RAUB (Autriche)

add/ajouter/añadir

Mr. ANTONIOU (Chypre)
M. DA COSTA (Angola)
Mr. ETAME NDEDI (Cameroun)
Mr. KEMBA (Namibie)
Sr. LAZO PERALTA (Pérou)
Sr. LOPEZ (Paraguay)
Mr. WILLIAMS (Jamaïque)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

overnment members
embres gouvernementaux — add/ajouter/añadir
iembros gubernamentales

GUINEE
MALAISIE
PANAMA

nployers' members
embres employeurs — delete/supprimer/suprimir
iembros empleadores

Sr. BARCIA comme suppléant de (Brésil)

add/ajouter/añadir

Sr. BARCIA comme suppléant de Sr. BLANCO VILLEGAS (Argentine)
M. SABO; s: M. SEYBOU (Niger)

nployers' deputy members
embres employeurs adjoints — add/ajouter/añadir
iembros empleadores adjuntos

M. AKA ANGHUI (Côte d'Ivoire)
Mr. MULMI (Népal)

orkers' members
embres travailleurs — delete/supprimer/suprimir
iembros trabajadores

Mr. CHAROENPHAO (Thaïlande)

add/ajouter/añadir

Mr. SKLEDAR (Slovénie)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

overnment members
embres gouvernementaux — add/ajouter/añadir
iembros gubernamentales

PANAMA
SLOVAQUIE

nployers' deputy members
embres employeurs adjoints — add/ajouter/añadir
iembros empleadores adjuntos

M. BASHIRI (Afghanistan)
Sr. DEL REGIL; s: Sr. CARVAJAL BUSTAMANTE (Mexique)

orkers' members
embres travailleurs — delete/supprimer/suprimir
iembros trabajadores

Mr. AL-KAHALANY (Yémen)
Mr. FLYNN (Irlande)
Mr. HWAIDI (Libyenne Jama. arabe)

add/ajouter/añadir

M. BEN SEDDIK (Maroc)
Mr. JABAR (Philippines)
Sr. MONTERO BISTILLEUR (Cuba)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

M. BEN SEDDIK (Maroc)
M. BOUZOUBAA (Maroc)
M. CHERRAT (Maroc)
Sr. MONTERO BISTILLEUR (Cuba)

add/ajouter/añadir

Mr. AL-KAHALANY (Yémen)
Mme DE VITS (Belgique)
Mr. HWAIDI (Libyenne Jama. arabe)

COMMITTEE ON APARTHEID
COMMISSION DE L'APARTHEID
COMISION DEL APARTHEID

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. N'ZAKUNDOMBA (Angola)

add/ajouter/añadir

Mr. AGYEI (Ghana)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. AGYEI (Ghana)

add/ajouter/añadir

M. ISSA (Syrienne, Rép. Arabe)
M. N'ZAKUNDOMBA (Angola)

REPORTS OF THE SELECTION COMMITTEE

SIXTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

overnment members
embres gouvernementaux — add/ajouter/añadir
iembros gubernamentales

COMORES

Employers' members
embres employeurs — delete/supprimer/suprimir
iembros empleadores

Mr. MEKERBI; s: Mr. KWERI (Libyenne Jama. arabe)

Employers' deputy members
embres employeurs adjoints — delete/supprimer/suprimir
iembros empleadores adjuntos

Mr. TAN; s: Mr. INOCENTES (Philippines)

add/ajouter/añadir

Mr. MEKERBI; s: Mr. KWERI (Libyenne Jama. arabe)

orkers' deputy members
embres travailleurs adjoints — delete/supprimer/suprimir
iembros trabajadores adjuntos

Mr. COHEN (Israël)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Government members
embres gouvernementaux — add/ajouter/añadir
iembros gubernamentales

ERYTHREE

orkers' members
embres travailleurs — delete/supprimer/suprimir
iembros trabajadores

M. BOUZIA (Maroc)
Mr. COLE (Ghana)

Mr. ISLAM KHAN (Bangladesh)
Mr. MOMENI (Iran, Rép. islamique)
M. PARROT (Canada)
Sr. SAN ROMAN ARRIAGA (Mexique)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

BAR-SHMUEL (Israël)
Mr. COHEN (Israël)

add/ajouter/añadir

M. BOUZIA (Maroc)
Mr. COLE (Ghana)
Mr. ISLAM KHAN (Bangladesh)
Mr. MOMENI (Iran, Rép. islamique)
M. PARROT (Canada)
Sr. SAN ROMAN ARRIAGA (Mexique)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. CHERRAT (Maroc)
Sr. DE LA VEGA (Mexique)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mrs. GERASSI (Israël)

add/ajouter/añadir

M. CHERRAT (Maroc)
Sr. DE LA VEGA (Mexique)
Mme ROY (Canada)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Government members
Membres gouvernementaux
Miembros gubernamentales

add/ajouter/añadir

ERYTHREE

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. LEVIN (Israël)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. SELA (Israël)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Employers' members Membres employeurs Miembros empleadores	delete/supprimer/suprimir M. DECOSTERD; s: M. MEUWLY; M. PLASSARD (Suisse) Mr. TAN; s: Mr. INOCENTES (Philippines)
Employers' deputy members Membres employeurs adjoints Miembros empleadores adjuntos	add/ajouter/añadir M. DECOSTERD; s: M. MEUWLY; M. PLASSARD (Suisse) Mr. TAN; s: Mr. INOCENTES (Philippines)
Workers' members Membres travailleurs Miembros trabajadores	delete/supprimer/suprimir Mr. WAGNER (Allemagne)
Workers' deputy members Membres travailleurs adjoints Miembros trabajadores adjuntos	delete/supprimer/suprimir Mr. BAR-SHMUEL (Israël) Mr. BARKAN-BENKLER (Israël) add/ajouter/añadir Mr. WAGNER (Allemagne)

REPORTS OF THE SELECTION COMMITTEE

SEVENTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. SIMBARE (Burundi)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. MENDOZA CAVERO comme suppléant de Sr. ZAVALA COS
(Pérou)
M. SIMBARE (Burundi)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. GUILANDE (Mozambique)
M. SIMBARE (Burundi)

add/ajouter/añadir

Mr. KUIKKO comme suppléant de Mr. HULTIN (Finlande)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. GUILANDE (Mozambique)
M. SIMBARE (Burundi)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. AL-ABDOULLI (Emirats arabes unis)
Mr. MENDOZA (Philippines)

add/ajouter/añadir

M. MEDVEDEV (Russie, Féd. de)
Mr. SMOLAREK (Pologne)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. SMOLAREK (Pologne)

add/ajouter/añadir

Mr. AL-ABDOULLI (Emirats arabes unis)
Mr. MENDOZA (Philippines)
Mr. WILLIAMS (Jamaïque)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Employers' members
Membres employeurs
Miembros empleadores

add/ajouter/añadir

Mr. WOLFORD comme suppléant de Mr. BELL (Canada)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. BEN SALMA (Arabie saoudite)
M. CHENDOUL (Tunisie)
Mr. WOJCIK (Pologne)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. BEN SALMA (Arabie saoudite)
M. CHENDOUL (Tunisie)
Mr. WOJCIK (Pologne)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. SKLEDAR (Slovénie)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. BASNET (Népal)
M. BRIESCH (France)
Mrs. KJAER (Danemark)
Mme LEARDINI (Saint-Marin)

Sr. VERA (Venezuela)

add/ajouter/añadir

Mrs. AERENLUND (Danemark)
Mr. BULGAK (Bélarus)
M. MAURIACA (Saint-Marin)
Sr. ROSALES (Equateur)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mrs. AERENLUND (Danemark)
Mr. BULGAK (Bélarus)
M. MAURIACA (Saint-Marin)

add/ajouter/añadir

M. BRIESCH (France)
Mrs. KJAER (Danemark)

REPORTS OF THE SELECTION COMMITTEE

EIGHTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

ployers' members
mbres employeurs
embros empleadores

delete/supprimer/suprimir

M. VAN ZELLER; s: Mme COSTA ARTUR; M. SA E MELLO (Portugal)

ployers' deputy members
mbres employeurs adjoints
embros empleadores adjuntos

add/ajouter/añadir

Sr. ANGEL ARANGO; s: Sr. LOPEZ GUERRA (Colombie)
M. VAN ZELLER; s: Mme COSTA ARTUR; M. SA E MELLO (Portugal)

rkers' members
mbres travailleurs
embros trabajadores

delete/supprimer/suprimir

M. BECCARI (Saint-Marin)

add/ajouter/añadir

M. GIARDI (Saint-Marin)

rkers' deputy members
mbres travailleurs adjoints
embros trabajadores adjuntos

delete/supprimer/suprimir

M. GIARDI (Saint-Marin)
M. KANELLOPOULOS (Grèce)

add/ajouter/añadir

M. BECCARI (Saint-Marin)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. IMOISILI; s: Mr. LAWAL (Nigéria)
M. RABEMANANTSOA; s: M. RAMANANKASINA (Madagasca

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. IMOISILI; s: Mr. LAWAL (Nigéria)
M. RABEMANANTSOA; s: M. RAMANANKASINA (Madagasca
M. SABO (Niger)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. LWIN (Myanmar)

add/ajouter/añadir

Mr. AL-ABDOULLI (Emirats arabes unis)
Mr. PATTEN (Belize)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mr. AL-ABDOULLI (Emirats arabes unis)

add/ajouter/añadir

M. FLAMBOURAS (Grèce)
Mr. LWIN (Myanmar)
M. TSIKOYANNOPOULOS (Grèce)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. AL-DOUFAYRI; s: Mr. SALEM (Yémen)

add/ajouter/añadir

M. MIKIDECHE; s: M. HADDOUD (Algérie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

delete/supprimer/suprimir

Mr. IMOISILI; s: Mr. YINUSA (Nigéria)
M. MIKIDECHE (Algérie)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

M. PINTO (Portugal)

M. PINTO (Portugal)
M. STAVROPOULOS (Grèce)

add/ajouter/añadir

Mr. BODYE (Bahamas)
Mme GOUVERI (Grèce)
Mme GUIMARAES (Portugal)
M. PINTO (Portugal)
Mr. WOJCIK (Pologne)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

delete/supprimer/suprimir

Mme GUIMARAES (Portugal)
M. MANOLIS (Grèce)
Mr. WOJCIK (Pologne)

add/ajouter/añadir

Sr. HERNANDEZ VALLE (Pérou)
M. KOUMBOURIS (Grèce)
M. PINTO (Portugal)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

M. ABOGHE OBAME; s: M. EVOUNA MVONO (Gabon)
Mr. AHMEDOV; s: Mr. ASADOV; Mr. HADJIEV (Azerbaïdjan)
Mr. BURGE; s: Mr. CORNACCHIO (Etats-Unis)
M. GIELE (Bénin)
M. ILBOUDO; s: M. KABORE (Burkina Faso)
Mr. JEETUN (Maurice)
M. JILANI; s: M. BEN M'BAREK (Tunisie)
Mr. KUNYAVSKY; s: Mr. KUNTS (Bélarus)
Miss MACKIE; s: Mr. RICHARDS (Royaume-Uni)
Mr. MAKEKA (Lesotho)
Mr. NOAKES; s: Mr. QUIRK (Australie)
M. OECHSLIN; s: M. BOUSSAT; M. VICENSINI (France)
Mr. OWUOR; s: Mr. WANGANJU (Kenya)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

M. ABOGHE OBAME; s: M. EVOUNA MVONO (Gabon)
Mr. AHMEDOV; s: Mr. ASADOV; Mr. HADJIEV (Azerbaïdjan)
Mr. BURGE; s: Mr. CORNACCHIO (Etats-Unis)
M. GIELE (Bénin)
M. ILBOUDO; s: M. KABORE (Burkina Faso)
Mr. JEETUN (Maurice)
M. JILANI; s: M. BEN M'BAREK (Tunisie)
Mr. KUNYAVSKY; s: Mr. KUNTS (Bélarus)

Miss MACKIE; s: Mr. RICHARDS (Royaume-Uni)
Mr. MAKEKA (Lesotho)
Mr. NOAKES; s: Mr. QUIRK (Australie)
M. OECHSLIN; s: M. BOUSSAT; M. VICENSINI (France)
Mr. OWUOR; s: Mr. WANGANJU (Kenya)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. ABUZEID (Libyenne Jama. arabe)
Mr. ACHMAD (Indonésie)
Mr. AL-HAJ HASSAN (Jordanie)
M. CHAHIR (Maroc)
M. COSMA (Roumanie)
Mme. DEL RIO (Italie)
Sr. DEL RIO DOÑE (Dominicaine, Rép.)
M. DHIFALLI (Tunisie)
Mr. GODONOGA (Moldova, Rép. de)
Mr. GONTCHARIK (Bélarus)
M. GUIRO (Sénégal)
Ms. HEMMER (Finlande)
M. KUBWIMANA (Burundi)
M. LEMOS (Grèce)
M. LVOV (Russie, Féd. de)
Mrs. MITREVA (Bulgarie)
Mr. MUGALLA (Kenya)
Sr. MUNOZ MOSQUEDA (Mexique)
M. NAMOND (Burkina Faso)
Mr. NGUYEN VAN TU (Viet Nam)
Mr. PRENTZAS (Chypre)
Mr. SUHBAATAR (Mongolie)
M. WAGNER (Luxembourg)
M. ZEIDAN (Liban)

add/ajouter/añadir

M. PAPAMICHAIL (Grèce)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

M. YHAHIR (Maroc)
Mr. ABUZEID (Libyenne Jama. arabe)
Mr. ACHMAD (Indonésie)
Mr. AL-HAJ HASSAN (Jordanie)
M. COSMA (Roumanie)
Mme. DEL RIO (Italie)
Sr. DEL RIO DOÑE (Dominicaine, Rép.)
M. DHIFALLI (Tunisie)
Mr. GODONOGA (Moldova, Rép. de)
Mr. GONTCHARIK (Bélarus)
M. GUIRO (Sénégal)
Ms. HEMMER (Finlande)
M. KUBWIMANA (Burundi)
M. LEMOS (Grèce)
M. LVOV (Russie, Féd. de)
Mrs. MITREVA (Bulgarie)
Mr. MUGALLA (Kenya)
Sr. MUNOZ MOSQUEDA (Mexique)
M. NAMOND (Burkina Faso)
Mr. NGUYEN VAN TU (Viet Nam)
Mr. PRENTZAS (Chypre)
Mr. SUHBAATAR (Mongolie)

M. WAGNER (Luxembourg)
M. ZEIDAN (Liban)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Employers' members
Membres employeurs
Miembros empleadores

delete/supprimer/suprimir

Mr. TABANI; s: Mr. SHARIF (Pakistan)

add/ajouter/añadir

M. BOUDCHACHA comme suppléant de M. MIKIDECHE (Algérie)
Mr. FAHMY comme suppléant de Mr. EL-HERRAWI (Egypte)
Mr. PAMUDJI comme suppléant de Mr. BOEDJOSASTRO (Indonésie)

Employers' deputy members
Membres employeurs adjoints
Miembros empleadores adjuntos

add/ajouter/añadir

Mr. TABANI; s: Mr. SHARIF (Pakistan)

Workers' members
Membres travailleurs
Miembros trabajadores

delete/supprimer/suprimir

Mr. GHARIB (Iraq)
Mr. ISSA (Syrienne, Rép. Arabe)
Mrs. KOSSEVA (Bulgarie)
Mr. MABUMO (Mozambique)
Mr. MUCO (Albanie)
Ms. PEDERSEN (Norvège)
Sr. ROSALES (Equateur)
M. SAME (Afghanistan)

Workers' deputy members
Membres travailleurs adjoints
Miembros trabajadores adjuntos

add/ajouter/añadir

Mr. GHARIB (Iraq)
Mr. ISSA (Syrienne, Rép. Arabe)
M. KARABINIS (Grèce)
Mrs. KOSSEVA (Bulgarie)
Mr. MABUMO (Mozambique)
Mr. MUCO (Albanie)
Ms. PEDERSEN (Norvège)
Sr. ROSALES (Equateur)
M. SAME (Afghanistan)

REPORTS OF THE SELECTION COMMITTEE

NINTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Govt. deputy members
Membres gouv. adjoints — add/ajouter/añadir
Miembros gub. adjuntos

BELARUS

Employers' deputy members
Membres employeurs adjoints — add/ajouter/añadir
Miembros empleadores adjuntos

Mrs. JAKOPANEC (Slovénie)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Government members
Membres gouvernementaux — add/ajouter/añadir
Miembros gubernamentales

SLOVENIE

Employers' members
Membres employeurs — delete/supprimer/suprimir
Miembros empleadores

Sr. ROSALES comme suppléant de Sr. ARBELOA (Venezuela)

Workers' members
Membres travailleurs — delete/supprimer/suprimir
Miembros trabajadores

Mr. SMOLAREK (Pologne)
Mr. WILDERS (Pays-Bas)

Workers' deputy members
Membres travailleurs adjoints — add/ajouter/añadir
Miembros trabajadores adjuntos

Mr. SMOLAREK (Pologne)
Mr. WILDERS (Pays-Bas)

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

vernment members
mbres gouvernementaux
embros gubernamentales

add/ajouter/añadir

SLOVENIE

ployers' members
mbres employeurs
embros empleadores

delete/supprimer/suprimir

Mr. DUCKY; s: Mr. KATRIAK (Slovaquie)
Mr. PAN; s: Mr. HUO (Chine)
Sr. ROSALES comme suppléant de Sr. ARBELOA (Venezuela)

ployers' deputy members
mbres employeurs adjoints
embros empleadores adjuntos

add/ajouter/añadir

Mr. DUCKY; s: Mr. KATRIAK (Slovaquie)
Mr. PAN; s: Mr. HUO (Chine)
Sr. PEDRAZA AZURIN comme suppléant de Sr. ZAVALA COS (Pérou)
Mrs. WILLIAMS (Belize)

rkers' members
mbres travailleurs
embros trabajadores

delete/supprimer/suprimir

Mrs. TAMIR (Israël)

add/ajouter/añadir

Mr. ETAME NDEDI (Cameroun)

rkers' deputy members
mbres travailleurs adjoints
embros trabajadores adjuntos

delete/supprimer/suprimir

Mr. ETAME NDEDI (Cameroun)

add/ajouter/añadir

Mrs. TAMIR (Israël)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

vernment members
mbres gouvernementaux
embros gubernamentales

add/ajouter/añadir

BANGLADESH

rkers' members
mbres travailleurs
embros trabajadores

add/ajouter/añadir

Mr. GOLJEVSCEK (Slovénie)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Govt. deputy members Membres gouv. adjoints Miembros gub. adjuntos	add/ajouter/añadir BELARUS
Workers' members Membres travailleurs Miembros trabajadores	delete/supprimer/suprimir M. BOUSLAH (Tunisie) add/ajouter/añadir M. BRIESCH (France) Ms. PEDERSEN (Norvège) Sr. ROSALES (Equateur)
Workers' deputy members Membres travailleurs adjoints Miembros trabajadores adjuntos	delete/supprimer/suprimir M. BRIESCH (France) Ms. PEDERSEN (Norvège) Sr. ROSALES (Equateur) add/ajouter/añadir M. BOUSLAH (Tunisie)

REPORTS OF THE SELECTION COMMITTEE

TENTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Government members Membres gouvernementaux Miembros gubernamentales	add/ajouter/añadir CROATIE

COMMITTEE ON PART-TIME WORK
COMMISSION DU TRAVAIL A TEMPS PARTIEL
COMISION DEL TRABAJO A TIEMPO PARCIAL

Workers' members Membres travailleurs Miembros trabajadores	delete/supprimer/suprimir Mme CRIDAZZI (Suisse) Mme DRIOM (Belgique) Mr. EVDOKIMTCHIK (Bélarus) Ms. KIMBERLE (Etats-Unis) M. RABEMANANTSOA (Madagascar) Mr. RAUB (Autriche) Mr. SANDRASEKARA (Sri Lanka) Mr. SENO (Philippines) add/ajouter/añadir M. MOSIMANN (Suisse)
Workers' deputy members Membres travailleurs adjoints Miembros trabajadores adjuntos	delete/supprimer/suprimir M. MOSIMANN (Suisse) add/ajouter/añadir Mme CRIDAZZI (Suisse) Mme DRIOM (Belgique) Mr. EVDOKIMTCHIK (Bélarus) Ms. KIMBERLE (Etats-Unis) M. RABEMANANTSOA (Madagascar) Mr. RAUB (Autriche)

Mr. SANDRASEKARA (Sri Lanka)
Mr. SENO (Philippines)

RESOLUTIONS COMMITTEE
COMMISSION DES RESOLUTIONS
COMISION DE RESOLUCIONES

Workers' members
Membres travailleurs — delete/supprimer/suprimir
Miembros trabajadores

Mr. THAUMATURGO CORTIZO (Brésil)
M. WALDACK (Belgique)

Workers' deputy members
Membres travailleurs adjoints — add/ajouter/añadir
Miembros trabajadores adjuntos

Mr. THAUMATURGO CORTIZO (Brésil)
M. WALDACK (Belgique)

REPORTS OF THE SELECTION COMMITTEE

ELEVENTH REPORT

Changes in the composition of committees

The Officers of the Selection Committee, on the Committee's behalf, recommend that the Conference approve the following changes in the composition of committees:

COMMITTEE ON THE APPLICATION OF STANDARDS
COMMISSION DE L'APPLICATION DES NORMES
COMISION DE APLICACION DE NORMAS

Employers' deputy members
Membres employeurs adjoints — add/ajouter/añadir
Miembros empleadores adjuntos

M. DABO (Guinée)

COMMITTEE ON THE PREVENTION OF INDUSTRIAL ACCIDENTS
COMMISSION DE LA PREVENTION DES ACCIDENTS INDUSTRIELS
COMISION DE LA PREVENCION DE ACCIDENTES INDUSTRIALES

Workers' members
Membres travailleurs — add/ajouter/añadir
Miembros trabajadores

Mr. LWIN (Myanmar)
M. PARROT (Canada)
Sr. SAN ROMAN ARRIAGA (Mexique)

Workers' deputy members
Membres travailleurs adjoints — delete/supprimer/suprimir
Miembros trabajadores adjuntos

Mr. LWIN (Myanmar)
M. PARROT (Canada)
Sr. SAN ROMAN ARRIAGA (Mexique)

COMMITTEE ON TECHNICAL COOPERATION
COMMISSION DE LA COOPERATION TECHNIQUE
COMISION DE LA COOPERACION TECNICA

Workers' members
Membres travailleurs — delete/supprimer/suprimir
Miembros trabajadores

Mr. CALAMATTA (Malte)
Mr. EASSON (Australie)
Mr. GANDOUR (Soudan)
Mr. GOLJEVSCEK (Slovénie)
Mr. GYORGY (Hongrie)
Mr. HOUSCH (Canada)
Mr. KIM (Corée, Rép. de)

M. LOUEMBET (Gabon)
Mr. LYNCH (Etats-Unis)
Sr. MAGDALENO (Venezuela)
Sra. NUÑEZ GASCON (Espagne)
Mr. OLIVEIRA (Brésil)
Mr. OLIVEROS (Philippines)
M. PAPAMICHAIL (Grèce)
M. QUINTANOVA (Portugal)
Sr. REQUENA MARTINEZ (Chili)
Ms. THEODORSEN (Norvège)
Mrs. VAN OSCH (Pays-Bas)

Workers' deputy members
Membres travailleurs adjoints   add/ajouter/añadir
Miembros trabajadores adjuntos

Mr. CALAMATTA (Malte)
Mr. EASSON (Australie)
Mr. GANDOUR (Soudan)
Mr. GOLJEVSCEK (Slovénie)
Mr. GYORGY (Hongrie)
Mr. HOUSCH (Canada)
Mr. KIM (Corée, Rép. de)
M. LOUEMBET (Gabon)
Mr. LYNCH (Etats-Unis)
Sr. MAGDALENO (Venezuela)
Sra. NUÑEZ GASCON (Espagne)
Mr. OLIVEIRA (Brésil)
Mr. OLIVEROS (Philippines)
M. PAPAMICHAIL (Grèce)
M. QUINTANOVA (Portugal)
Sr. REQUENA MARTINEZ (Chili)
Ms. THEODORSEN (Norvège)
Mrs. VAN OSCH (Pays-Bas)

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

6

First sitting

Wednesday, 2 June 1993, 10.15 a.m.

Presidents: Mr Vargos Campos, Chairman of the Governing Body of the International Labour Office, and Mr Abdel-Hak

OPENING OF THE SESSION

Original Spanish: Mr. VARGAS CAMPOS *(Chairman of the Governing Body of the International Labour Office)* – It is with great pleasure that I welcome to this 80th Session of the International Labour Conference all the distinguished delegates representing member States and, in particular, those who in the course of recent months have joined the International Labour Organization; the representatives of employers' and workers' organizations, the representatives of the observer States, the representatives of the intergovernmental international organizations and those of the non-governmental international organizations.

Once again, the International Labour Conference begins its work against the background of sweeping changes which continue to develop throughout the world. Once again, the eyes of the world of labour are turned to this august assembly where we will discuss fundamental aspects of social policy which certainly will contribute to the search for solutions to the problems of humanity.

In addition to the traditional subjects with which this assembly deals, the Report of the Governing Body, the Report of the Director-General, the Programme and Budget, information and reports on the application of Conventions and Recommendations, the Special Report on Action against Apartheid and the Report on the Arab Occupied Territories, the International Labour Conference will also examine, in a second discussion, the prevention of major industrial accidents, part-time work, in a first discussion, and at the level of a general discussion, the role of the ILO in technical cooperation.

These topics highlight the importance of our reflections within this world assembly of labour and, in particular, our debates on the Director-General's Report on social insurance and social protection in the member States, which will reflect, no doubt, some of the concerns of the member States, and of the social partners on this very important subject.

As to the role of the ILO in technical cooperation, this subject will certainly bring new ideas as to how the ILO can give a more adequate response to the needs of member States in this world of rapid transformation.

The ILO has to transform itself, but without change to its permanent values.

A sign of this permanence is, among other things, the faithful and constant presence of some delegates at this Conference or members of the Governing Body and other bodies of the Organization. Here I should like to point out the case of Mr. Alfonso Sánchez Madariaga, Workers' delegate from Mexico for more than four decades, Worker member of the Governing Body also for more than 40 years, and who is therefore the dean of that body and probably of the Conference itself. I should like to take advantage of this opportunity to pay sincere tribute to him for his devotion to our Organization and for his unswerving commitment to its values.

The ILO has to respond to the vertiginous changes that are besetting the world. There have been periods of unprecendented economic expansion but we are now going through a period of recession the negative effects of which have had a direct and immediate impact on the workers. The period in which the State advocated and carried out unlimited interventionism is now being followed by an entire process of economic restructuring or changes from a planned economy to a market economy. All these phenomena have had repercussions on the workers, including the disappearance of jobs and the growing appearance of an informal sector in many countries.

These new phenomena require new attitudes and new action. The ILO, whose fundamental mandate is spelled out in the Preamble of its Constitution and reiterated in the Declaration of Philadelphia has the obligation to undertake every effort together with the representatives of the member States, the Employers and the Workers, to find new and appropriate responses to the problems facing the world of labour to preserve universal and permanent peace through the effective promotion of social justice.

Times may change, economic phenomena may take various forms, and the same is true of social claims; none the less, the basic principle which inspires our Organization, that of social justice, is such that it continues to be valid as long as poverty exists, as long as people suffer privation, inadequate conditions of work and a lack of satisfactory wages, a lack of full freedom to exercise the right to organize and to collective bargaining, the lack of a comprehensive system of social security and protection.

I consider that the adhesion of new member States, Moldova, the Republic of Croatia, Uzbekistan, Armenia, Slovakia, the Czech Republic, the former Yugoslav Republic of Macedonia and Kazakhstan, is not only significant in itself but confirms the universal vocation of our Organization. In welcoming these new member States, I take the liberty of appealing to each of these Members to contribute to the attainment of the objectives of the ILO.

On the eve of the celebration of the 75th anniversary of the creation of our Organization and the 50th anniversary of the Declaration of Philadephia and with the clear proof in hand that the efforts of the ILO are aimed at improving the conditions of life and of work of the workers, we should reflect on the fact that there is still a very long path before us, since in some parts of the world the situation is so critical that the issue is one of hunger and survival in conditions that are extremely difficult under a sky of bronze and a ground of lead. For that reason, we must confront, in all serenity and patience but with audacity and with courage, the challenge before us in the new century ahead: the construction of a humane world in unity, social justice and freedom.

It is incumbent on me thus to declare open this 80th Session of the International Labour Conference and at the same time I wish to express my very sincere wishes for the success of the work of the Conference.

ELECTION OF THE PRESIDENT

Original Spanish: Mr. VARGAS CAMPOS *(Chairman of the Governing Body of the International Labour Office)* – The next item on our agenda for this morning is the election of the President of the Conference. I would like to invite Mr. Ejalu, Minister of Labour and Social Affairs of Uganda, to present to us the candidate for the presidency of this Conference. The Minister of Labour of Uganda now has the floor.

Mr. EJALU *(Minister of Labour and Social Affairs, Uganda)* – It's a great honour to me and my country, on behalf of the African group, to nominate a distinguished son of Africa for the presidency of this session: the Minister of Manpower and Training of the Arab Republic of Egypt, His Excellency, Mr. Asem Abdel-Hak.

In proposing the Minister of Manpower and Training of Egypt, the African group has taken several factors into account. First of all, history was made this year. For the first time, the OAU Labour Commission became a truly tripartite organ, and therefore it is not only African governments but the workers and employers of Africa as well who are nominating this candidate.

Mr. Abdel-Hak was born at the eve of the Second World War. He therefore has lived through the rough and tumble of man-made problems and has matured over the years. He is a distinguished scholar who studied accountancy and holds a Master's degree in industrial relations. He has served as a professional accountant for over 20 years. He has been a trade unionist at national and international level, serving in his country as Vice-Chairman of the General Trade Union of Textile Workers, and sitting on the various major boards in the trade union movement.

In his cultural activities he has excelled as a member of the High Council for Human Resources Development and Chief of Manpower Planning and Vocational Training in that Council. More relevant to the theme of this year's meeting, he is a member of the Board of Directors of the Social Fund for Development. As regards his political activities, he is a member of the general secretariat of the National Democratic Party. He has participated in many political training courses since 1966. He has been Deputy Director of the Workers' University, where he has also lectured and participated in studies concerning the development of labour legislation and trade union legislation, with a view to enhancing the welfare and protection of workers and the trade union movement. He has also been a member of the Board of Directors of the National Council for Childhood and Motherhood. He has had a very sobering experience as a member of the Board of Directors of the National Council for Combating and Treating Addiction.

The candidate Africa is presenting is the current Coordinator and Chairman of the OAU Labour Commission. He has also been Chairman of the Arab Labour Conference.

Original French: Mr. OECHSLIN *(Employers' delegate, France)* – It is my honour, on behalf of the Employers' group, to lend my support to the candidacy of Mr Abdel-Hak to the presidency of our Conference.

I will not go into the details of his rich professional and political experience, which has already been described by the representative of the Government group of Africa. I would simply like to highlight his great experience in the fields of labour and vocational training, to which he has attached great importance on both a national level, in Egypt, and an international level, in particular in the context of the Arab Labour Conference and the Labour Commission of the Organization of African Unity.

I think that in the person of Mr Abdel-Hak we shall have a president who has great experience in this kind of conference, both nationally and internationally; a man who is also extremely competent in the field of labour, and somebody who above all has the authority to ensure the success of our work. Indeed we have a lot of work ahead of us, as has been pointed out quite correctly by the Chairman of the Governing Body.

On behalf of the Employers' group, I ask you to support the candidacy of Mr Abdel-Hak, Minister of Manpower and Training of Egypt.

Mrs. CARR *(Workers' delegate, Canada)* – It certainly is a great pleasure for me, on behalf of the workers from all around the world who are here, to second the nomination of Mr. Abdel-Hak, Minister of Manpower and Training of the Arab Republic of Egypt.

It is a special pleasure to support his candidature in this very *Palais* of the United Nations Organization of which his distinguished compatriot, Mr. Boutros Boutros-Ghali, is presently the Secretary-General. Moreover, Mr. Abdel-Hak has been a trade unionist at the local and national level, and a member of the Board of Directors of the Egyptian Trade Union Federation; he has participated in studies concerning development of labour legislation and trade union legislation to improve the welfare and protection of workers and the trade union movement. Along with the fact that he has participated in the International Labour Conference since 1983, these qualifications will stand him in good stead as President of this session of the Conference.

We support the nomination and we look forward to working with him over the next few years. It will indeed be a great pleasure. I hope that all of you will support the nomination put forward.

Mr. WESTON *(Government delegate, United Kingdom)* – It is my privilege and pleasure to second this proposal. The qualities, skills and experience of His Excellency Asem Abdel-Hak Saleh have already een fully and eloquently explained to you by the roposer and by previous speakers.

I would like warmly to endorse, on behalf of my wn Government and of the Western European roup as a whole, his credentials for this particular nd important post. We would particularly like to tress the value of his experience in the manpower nd training field. We are certain that he is excepionally well qualified to chair our proceedings and hus we are sure that he will in fact preside over all ur deliberations with great skill, authority and wislom. I call on you therefore to support his nomiation and wish him every success in his crucial role.

Original French: Mr. NEAGU *(Ambassador; Pernanent Representative of Romania in Geneva)* – On ehalf of the government delegations of the Eastern uropean regional group, I have the honour and leasure of seconding the nomination of His Excelency Mr. Asem Abdel-Hak, the Minister of Manower and Training of Egypt, for the post of Presilent of the 80th Session of the International Labour onference. Without any doubt, in light of the comlex and topical problems that we have on the genda and the specific methods to be used to deal vith them, this Conference is one of the major vents of the year both nationally for the member tates of the International Labour Organization and lso for the international community as a whole. We re convinced that the African countries have made n excellent choice in the person of the Minister of anpower and Training of Egypt. He has a very fine ecord of experience acquired thanks to his direct, igh-level involvement in the trade union organizaions and government bodies of his country and also hrough his constant participation since 1983 in the essions of the International Labour Conference. All f these qualities will allow His Excellency Mr. Asem bdel-Hak to make a top-quality contribution to the unctioning of this session of the Conference and to he successful conclusion of its work. We would like o wish him the best of success in accomplishing this oble task and also to assure him of the constant and onstructive cooperation of the government delegaions of the countries of Eastern Europe. Our overnments are very much interested in ensuring hat the activities of the ILO, this unique tripartite rganization with a special mandate in the field of abour and social affairs, be crowned with success, hus helping consolidate the advance of democracy nd creating an atmosphere conducive to the reation of wealth and jobs.

Original Arabic: Mr. AL-JARWAN *(Minister of abour and Social Affairs, United Arab Emirates)* – n the Name of God, the Compassionate, the Merciul! It is a great honour and pleasure to address the pening meeting of the 80th Session on behalf of the sian group and to support the nomination of my riend and colleague, Asem Abdel-Hak, Minister of anpower and Training of the Arab Republic of gypt, to the presidency of the 80th Session of the nternational Labour Conference. The capabilities nd extensive practical experience of my colleague nd his wide ranging knowledge make him an emiently suitable candidate to steer the discussions of his important Conference. Many delegates attendng this Conference know him very well and can fully estify to his ability, patience, tolerance, and broad vision. He has chaired many meetings both at national and at Arab and African levels, performing his duties efficiently and impartially and contributing to the successful outcome of all the activities with which he has been involved.

Distinguished delegates, on behalf of the Asian group, which extends from Western Asia to the Pacific, and whose member countries have strong ties with Egypt, may I say that a representative of Egypt is the ideal candidate for this post. On behalf of all the Asian countries, we support the nomination of Mr Abdel-Hak and we are confident that this Conference under his wise leadership will achieve positive results. I would like to wish him every success in carrying out his duties.

Original Arabic: Mr. AL KHALIL (*Minister of Labour of the Syrian Arab Republic*) – The tripartite group of the Arab States has entrusted me with the pleasant duty of seconding the candidature of Mr. Asem Abdel-Hak, the Minister of Manpower and Training from Egypt, to occupy this important post of President of the 80th Session of the International Labour Conference. It is obvious that the Arab group approves of this choice. We are extremely satisfied that the African group has made this judicious choice for this very important session, and would like to congratulate them thereon. We welcome very warmly this candidature because of the qualities, competence and experience of Mr. Abdel-Hak at the country level, the regional level and the international level, especially as far as industrial relations are concerned. He has participated with success in many Arab and African conferences, as well as international conferences. His status is very well known in his own country, Egypt, because he is one of the pioneers on labour matters, in both theory and in practice. During his term of office the Ministry of Manpower has undertaken a lot. In addition to all these reasons are his personal qualities. All this therefore augers well for this session. We are sure that we have entrusted our matters to very competent hands.

Mr. VARGAS CAMPOS (*Chairman of the Governing Body of the International Labour Office*) – The candidacy of Mr. Asem Abdel-Hak, Minister of Manpower and Training of Egypt, has been duly proposed and seconded for the presidency of this session of the Conference. In the absence of any other nominations, I declare Mr. Asem Abdel-Hak to be elected President of the 80th Session of the International Labour Conference: I should like to congratulate him very warmly and invite him to take the chair.

(Mr. ABDEL-HAK, Minister of Manpower and Training of Egypt, is elected President of the Conference and takes the President's chair.)

Presidential Address

Original Arabic: The PRESIDENT – In the name of God, the Merciful, the Compassionate.

I would like to express my sincere thanks to all the delegations for electing me to the Presidency of the 80th Session of the International Labour Conference. My election is not only a personal honour but also a reflection of your high appreciation for the people and Government of Egypt and of Africa as a whole – Africa which nominated me for the Presidency. Indeed, it is a great honour for Egypt, which was one of the first member States of the ILO, and which has worked hard ever since to further the Organization's cause. I would like also to extend my sincere thanks to all those who nominated me for the post, and in particular I would like to mention His Excellency Mr. Ejalu, Minister of Labour and Social Affairs of Uganda, Mr. Oechslin, Chairman of the Employers' group, Mrs. Carr, Chairwoman of the Workers' group, Mr. Weston, Government representative of the United Kingdom, on behalf of the Western European group, Mr. Neagu of Romania on behalf of the Eastern European group, Mr. Al-Jarwan of the United Arab Emirates on behalf of Asia, and his Excellency Mr. Aly Khalil of the Syrian Arab Republic, on behalf of the Arab group. I would like also to extend my thanks to all the representatives of the various regional groups for supporting this nomination.

From this rostrum I would like to greet and congratulate the distinguished representatives of the new member States of Armenia, Ukraine, the Czech Republic, the State of Kazakhstan, the Republic of Korea, the Slovak Republic, and the former Yugoslav Republic of Macedonia and thank them for their support. This support places a great burden on me and I promise you that I will spare no efforts in carrying out my responsibilities. I am also confident that your support and cooperation will fully guarantee the success of the proceedings of this session.

A few weeks ago I attended two important conferences. The first was the Arab Labour Conference in Amman and the second African Labour Conference which Egypt had the honour of hosting in Cairo. There is no doubt in my mind that the outcome of these two conferences and other regional meetings will contribute to the work of this session of the International Labour Conference.

I would not be exaggerating if I said that the 80th Session of the Conference is taking place at a historically critical and dangerous period of time. The future of mankind in the twenty-first century will to a large extent depend on the international community represented by various forums, including this Conference. The great challenges before us are to my mind four in number.

The first and biggest of all these challenges is how to bring about changes in a world torn by wars, regional blocs and pacts and narrow and intolerant views, changes which will enable mankind to achieve the common goal of putting an end to the economic recession and securing the welfare of all.

The 1980s have been called the lost decade, with the slowdown in development in countries dependent on the agricultural sector and recession and unemployment in the more advanced. However, we should not forget that the 1980s were also an era of historical change and victory for democracy in many parts of the world.

The question that arises here is how we can promote this democractic wave on the international scene to combat unemployment and poverty. Combating both is our guarantee for lasting peace in the world. What the Secretary-General of the United Nations has rightly called the "agenda for peace" should be complemented by another call for an agenda for development, the first item of which would be the establishment of prosperity in the world – east, west, north and south. The language of dialogue, the language of cooperation and not confrontation that should prevail in relations amongst nations so that a new world order would prevail – a world order that makes clear to all that prosperity is closely linked to progress everywhere and that global poverty can be a real and serious threat to global prosperity.

The second challenge confronting us is how to meet the requirements of change with courage and liberalism. We are living in the shadow of a world economy which makes it imperative to play a major role if the wheel of development is to be kept in full swing. The great technological advance which has been called the fourth industrial revolution, as well as the changes between the three elements of production – workers, employers and governments – make it imperative to devise new ways of liberalizing international trade and organizing labour relations. It is equally imperative to adopt a new approach towards providing more work opportunities, enhancing employment and containing unemployment.

Several studies have agreed that unemployment will continue to persist even with the most optimistic estimates of higher growth rates. The question that arises again here is how we can reorganize society and reorganize work so that we do not see people without work or people who have to work night and day. In other words, we have to ensure that everybody has the opportunity to work in a way which is consonant with economic growth in the world.

The third challenge we have to face, which is of paramount importance to developing countries, is how to employ structural adjustment programmes to serve the cause of growth and social justice. The experience of what is known as the first generation of structural adjustment has given us important lessons on how to devise a second generation of such programmes that will serve the cause of growth and justice at the same time. The prerequisite of balance at the macroeconomic level or in balance of payments or budgets should take into account social elements, especially those related to manpower, and, if structural adjustment programmes take longer than expected, we should remember that the progressive implementation of economic adjustment programmes is much better than applying a shock treatment. Social reform should go side by side with economic reform.

The new challenges facing us will depend to a large extent on the skills required by the workforce and in this respect I would like to renew the call made by President Mubarak from this rostrum in 1983 when he called for a concerted international effort to enhance the ability of developing countries to improve workers' skills. This is now imperative and the ILO should spare no effort in this direction.

The fourth challenge we are facing is how to achieve a balance between the role of the State and the market mechanism and the society represented by its democratic institutions. There has been much talk about this issue and it is unfortunate that some believe that the path to progress is dependent on the sovereignty of the role of the State. Others believe that the path to progress is dependent solely on the sovereignty of market mechanisms. But human experience shows that there is a need to seek a new formula to strike a balance between the role of the State and the role of the market. Regardless of this formula the only guarantee for progress is the sovereignty of democracy and human rights. One of the prerequisites of democracy is to maintain a bottom line of development so that democratic practices are soundly respected.

These are the challenges which, I believe, confront us all at the threshold of the twenty-first century. A hard look at these challenges shows the important role which this Organization can play. I would go further and say that the role of the ILO in the forthcoming years will be more important than at any other time since its establishment.

Seventy-five years have gone by since this Organization saw the light and 50 years have passed since the Declaration of Philadelphia. The observance of these anniversaries should not be confined to celebrations and exchanges of congratulations despite the fact that this Organization has every right to be proud of what it has achieved. We should rather use this opportunity to review what we have accomplished and to draw on the lessons of the past to lay the foundations of a new future. I hope that our Conference, at its 80th Session, will engage in such a review process and will have the courage to examine the whole question of the ILO's role in the twenty-first century.

It gives me great pleasure to note that the Organization remains under the wise and prudent leadership of Mr. Michel Hansenne, and I should like to congratulate him, on your behalf of course, on his second term of office. This Organization has embarked on a process of reform since Mr. Hansenne assumed office. This process, decided on by the Governing Body, represents the right response to the requirements of change. The Director-General has taken part in every phase, keeping us informed of developments, and has had the courage and the farsightedness to map out the path that the Organization will follow. This active participation, which makes the constituents fully aware of what is going forward in the Organization, together with the budget proposals for 1994-95 show us clearly that we are proceeding in the right direction. In this connection I should like to praise the excellent report prepared for our Conference on *The role of the ILO in technical cooperation*. It is a subject of special importance to the developing countries and the report paints a new picture of the relationship between technical cooperation and international labour standards, a relationship that is very positive and is bound to contribute to economic and social development by placing greater emphasis on technical cooperation.

The ILO has an effective role to play in restructuring the organizations of the United Nations system so that they meet the requirements of the present era. I am very proud to see our Organization playing a pioneering role in a number of highly important forthcoming meetings, in particular the International Conference on Population and Development, the Fourth World Conference on Women, the World Summit for Social Development, the World Conference on Human Rights and the International Year for the World's Indigenous People.

I am sure you have noticed that my speech has concentrated on the future, a future that I am trying to visualize, thinking out loud with you on how our Organization may best respond to the challenges of the future. I am well aware of the scale of the problems still besetting the world and impeding our progress. A quick glance at the map of the world shows us so many negative situations and trends, for example poverty, which is subjugating more than 1 billion people; hundreds of indigenous peoples who are demanding their legitimate cultural and social rights; a million refugees calling for help; growing regional conflicts, the upsurge in narrow-minded fundamentalism, and religious trends that are threatening security, peace and social justice; the victims of racism which still rears its ugly head; and, finally, the suffering of peoples who are still subject to foreign occupation, peoples who are working hard to enforce their rights to self-determination and freedom. From this rostrum I should like to praise all the sincere efforts being made to bring about peace, and I appeal to all concerned to make the ILO a forum for understanding and cooperation on all these issues in an atmosphere of justice and legitimacy.

Allow me to conclude by wishing you all every success in your dedicated efforts and cooperation.

Election of the Vice-Presidents

Original Arabic: The PRESIDENT – With your permission let us now embark upon our work and let us proceed to the election of the Vice-Presidents of the Conference, in accordance with the rules established by the Conference at the last session. I would like to call upon the Clerk of the Conference to be so kind as to read out the candidates presented by the different groups.

Original French: The CLERK OF THE CONFERENCE – The candidates for the posts of Vice-Presidents of the Conference are as follows:

Government group:

Mr. BADEY *(Belarus)*

Employers' group:

Mr. TABANI *(Pakistan)*

Workers' group:

Mr. BUSTOS HUERTA *(Chile)*

Original Arabic: The PRESIDENT – If there are no objections I shall consider that these proposals have been adopted.

(The proposals are adopted.)

Nomination of the Officers of the groups

Original Arabic: The PRESIDENT – Let us now proceed to the elections of the Officers of the groups and I should again like to call upon the Clerk of the Conference to read out the lists of the persons who have been elected by the different groups.

Original French: The CLERK OF THE CONFERENCE – The following Officers have been selected by the groups:

Government group:

Chairman: Mr. Al-Jarwan *(United Arab Emirates)*

Employers' group:

Chairman: Mr. Oechslin *(France)*

Vice-Chairmen: Mr. Moukoko Kingue *(Cameroon)*
Mr. Tsujino *(Japan)*
Mr. Eurnekian *(Argentina)*
Mr. Halliwell *(Canada)*

Secretary: Mr. Kapartis *(International Organization of Employers)*

Workers' group:

Chairwoman: Mrs. Carr *(Canada)*

Vice-Chairpersons: Mr. Klochkov *(Russian Federation)*
Mrs. Sietaram *(Netherlands)*
Mr. Sánchez Madariaga *(Mexico)*

Members of the Bureau:

Mr. Ahmed *(Pakistan)*
Mr. Bustos Huerta *(Chile)*
Mrs. Carr *(Canada)*
Mrs. Engelen-Kefer *(Germany)*
Mr. Gray *(United States)*
Mr. Itoh *(Japan)*
Mr. Klochkov *(Russian Federation)*
Mr. Nyamhokya *(United Republic of Tanzania)*
Mr. Oliveros *(Philippines)*
Mr. Sánchez Madariaga *(Mexico)*
Mr. Shamenda *(Zambia)*
Mrs. Sietaram *(Netherlands)*
Mr. Vanni *(Italy)*

Secretary: Mr. Laurijssen *(International Confederation of Free Trade Unions)*

Original Arabic: The PRESIDENT – The Conference takes note of the nominations made by the various groups.

CONSTITUTION AND COMPOSITION OF CONFERENCE COMMITTEES

Original Arabic: The PRESIDENT – May we now proceed to the next item on the agenda, that is the constitution and composition of the different committees of the Conference.

In accordance with the amendments adopted by the Conference at its last session, the Conference may wish to set up the following committees: the Selection Committee, the Finance Committee, Committee on the Application of Standards, Committee on the Prevention of Industrial Accidents, Committee on Part-Time Work, Committee on Technical Cooperation, Resolutions Committee, Standing Orders Committee and the Committee on Action against Apartheid. In this regard I wish to point out that in accordance with the established practice the groups have agreed that the Committee on Action against Apartheid, should as at previous sessions, be composed of a maximum of 20 members from each group and meet for a maximum of six sittings. Could I ask whether there are any observations or any objections? Consequently all of these proposals have been adopted by the Conference.

(The proposals are adopted.)

(The Conference adjourned at 11.30 a.m.)

Second sitting

Wednesday, 2 June 1993, 3 p.m.

President: Mr. Abdel-Hak

SUBMISSION OF THE ANNUAL REPORT OF THE GOVERNING BODY TO THE CONFERENCE BY THE CHAIRMAN OF THE GOVERNING BODY

Original Arabic: The PRESIDENT – The first item on the agenda for this afternoon's sitting is the presentation of the annual report of the Governing Body to the Conference. I give the floor to Mr. Vargas Campos, Chairman of the Governing Body, for the submission of his report.

Original Spanish: Mr. VARGAS CAMPOS *(Chairman of the Governing Body of the International Labour Office)* – As Chairman of the Governing Body of the International Labour Office, it is my honour and pleasure to submit to you the report that the Governing Body submits each year to the Conference. This report, which you will find in *Provisional Record* No. 3, deals with the work performed by the Governing Body at the session which immediately followed last year's session of the Conference, and at the Governing Body's 254th and 255th Sessions, held respectively in November 1992 and in February-March 1993. As the 256th (May 1993) Session ended only last Friday, the printed document which you have before you does not cover its proceedings. Hence, in accordance with the usual practice, I shall supplement it with a concise account of the decisions and debates at that session. Despite its brevity, the May Session turned out to be extremely fruitful; a number of major decisions were adopted which will have a great influence on the work of our Organization in the next few years.

The first item on its agenda was the appointment of the Director-General. On Thursday, 27 May 1993, the Governing Body re-elected Mr. Michel Hansenne as Director-General for a period of five years, starting in March 1994, upon the expiry of his present term of office. In this way the Governing Body expressed its full confidence in Mr. Hansenne to carry out, in close cooperation with the new Governing Body that you will elect at this session of the Conference, the various major reforms that are being introduced in the structure and activities of the ILO, in particular the active partnership policy, which is aimed at bringing the ILO closer to its constituents in all regions of the world.

These reforms will also affect the work of the Conference and of the Governing Body, as recommended by the Working Party established by the Governing Body. The recommendations formulated by the Governing Body to reorganize the Conference's work (described in paragraphs 22 to 24 and also in Appendix II of the written report before you), will come into force in June 1994, provided that the Conference adopts them at its present session. The same Working Party was entrusted with the task of examining the progress achieved in the work of the Governing Body itself. The Working Party reached an agreement on a number of far-reaching reforms that should be made to the work of the Governing Body, which the latter unanimously adopted a few days ago.

These reforms concern the following: (a) the frequency and timing of Governing Body sessions; (b) the restructuring of Governing Body committees; (c) the procedure for adopting the reports of Governing Body committees; (d) the procedure for determining the agenda of the Conference; and (e) the role of the Officers of the Governing Body. In this connection, the Governing Body decided to abolish its annual May Session so that its work will be divided between an autumn session (November), and a spring session (March). However, the Committee on Freedom of Association will meet in May and its report will be adopted by the Governing Body during the short meeting that the Governing Body holds after the Conference in June. As regards the structure of Governing Body committees, it was decided to abolish the standing committees, except the Committee on Freedom of Association and the Programme, Financial and Administrative Committee, and to redistribute their work among four new committees of greater scope which would be responsible, respectively, for: (1) legal matters and international labour standards; (2) employment and social policy; (3) technical cooperation; and (4) sectoral, technical and regional meetings and related issues. There will be special provisions in respect of the procedure for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and it will be possible to examine in smaller working parties specific matters connected with relations between the ILO and other United Nations agencies. Apart from a few specific exceptions, the Governing Body will generally adopt the reports of its committees without any introduction or additional discussion so as to avoid a double discussion. Regarding the procedure for determining the Conference's agenda, the Governing Body decided to maintain the present practice, which consists in studying the items which might go on the agenda at two consecutive meetings of the Governing Body. But it also decided to amend the nature and length of the debates. Specifically, the Conference's agenda will have to be decided upon at the spring session (in other words, 27 months in advance, instead of the present 18 months), which will give both ILO constituents and the Office itself much more time to carry out the necessary preparations. Finally, with a view to lightening its own workload, the Governing Body, decided to delegate to its Officers the authority to take decisions on some routine matters.

These reforms will take effect as from the 258th (November 1993) Session, and the new Governing Body will be invited at its 257th Session, in other words the session immediately following this session of the Conference, to set up the new standing committees. Although it may be appropriate to adjust the new methods of work of the Governing Body in the light of experience, these reforms will tend to systematize the work of the Governing Body and enable it to carry out with greater efficiency its essential tasks of programming and guidance, as well as managing and supervising the Organization's programmes, the use of the ILO's resources and the Office's work.

In line with established practice, the Governing Body gave preliminary consideration to proposals for the agenda of the 82nd (1995) Session of the Conference, on which it will be required to take a final decision next November.

Following an exchange of views, the Governing Body decided to request the Office to submit law and practice reports or more detailed proposals for the following six items:

(1) protection of workers' personal data;

(2) homework;

(3) extension of the Labour Inspection Convention, 1947 (No. 81), to activities in the non-commercial services sector;

(4) revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and of the Maternity Protection Recommendation, 1952 (No. 95);

(5) an addition to the Employment Policy Convention, 1964 (No. 122), adding a new instrument prepared in the light of the work of the Governing Body Committee on Employment and with special reference to the role of training and the importance of rural employment; and

(6) contract labour.

Some items which were examined have been transmitted by the Governing Body to the relevant Conference committees. For example, the various decisions adopted by the Governing Body at the recommendation of the Programme, Financial and Administrative Committee will be examined at the Conference by the Finance Committee of Government Representatives. Since this is a budget year, one of the main tasks of the Conference will be to approve the Programme and Budget of the ILO for 1994-95. In due course I shall submit to the Finance Committee the proposals that the Governing Body adopted at its 255th (February-March 1993) Session.

The Governing Body considered and adopted at its recent 256th Session four reports from its Committee on Freedom of Association. This Committee, which from the time it was set up has examined more than 1,700 complaints concerning violations of trade union rights and freedom of association, remains one of the pillars of the ILO machinery for the defence of human rights, a subject which continues to draw international attention, as evidenced by the World Conference on Human Rights, which will be held this month in Vienna.

In accordance with the ILO's special constitutional procedure to examine complaints and representations regarding the application of its Conventions, the Governing Body studied the report of the Committee which it had decided to establish to examine the representation submitted by the International Organization of Employers and the Venezuelan Federation of Chambers of Commerce and Manufacturers' Associations (FEDECAMARAS), which alleged that Venezuela had not applied Conventions Nos. 4, 81, 87, 88, 95, 98, 100, 111, 143, 144 and 158. The Governing Body adopted the Committee's conclusions and recommendations and declared closed the proceedings against the Government of Venezuela.

The Governing Body, through its Committee on Standing Orders and the Application of Conventions and Recommendations, examined the procedural aspects of the electronic voting system which is being introduced at this session of the Conference, and also an advisory opinion of the Court of Justice of the European Communities on the competence to ratify the ILO's Chemicals Convention, 1990 (No. 170), and an Office document concerning article 37(2) of the ILO Constitution and the interpretation of international labour Conventions. The Governing Body also examined and adopted the recommendations of its Committee on Discrimination and of the Working Party on the World Summit for Social Development.

May I now share with you some thoughts of a general nature on the Governing Body's debates, activities and decisions. These reflections also spring from developments in the work of the International Labour Office which, as the Chairman of the Governing Body, I have been able to follow with great attention and interest.

I am quite convinced – and I think this opinion is shared by the members of the Governing Body – that the work of the Governing Body in 1992-93 has marked a milestone in the life of the International Labour Organization. The reasons are to be found in the decisions adopted by the Governing Body, some of which I have just informed you of orally and others of which you can find in *Provisional Record* No. 3, which contains the report of the Governing Body.

I am sure that after this session of the Conference nothing will be the same, whether at the International Labour Conference, at the Governing Body or in the International Labour Office. In extending the term of office of the Director-General for a new period of five years, and in adopting the programme and budget proposals which will be submitted to this Conference for approval, the Governing Body is giving the International Labour Organization the instruments it needs to carry out its activities in the short, medium and long term, as well as a new impetus for the twenty-first century.

For this purpose the Organization has had to establish a new policy, that of active partnership, and concomitantly to set up multidisciplinary teams; it has also had to engage in a thorough reflection on new topics originating in social, economic and political events such as the repercussions of structural adjustment on employment and on the working and living conditions of workers, the appearance in national economies of a growing informal sector, and the need to improve and extend social security and social protection.

This last topic was on the agenda of the Thirteenth Conference of American States Members of the ILO. Thanks to the debate that took place there, and given the importance of the issue, the Governing Body decided to call a meeting of experts from the Americas region which will take place in Mexico later this year.

The Director-General chose social security and social protection as the subject of his report to this session of the Conference.

The events that I have described reflect a deep concern for one of the most important aspects of workers' lives, in particular, and in general, for the lives of all members of society. This is because social security and social protection are perhaps the broadest expression of efforts to promote social justice in a constantly changing world.

Although it may appear repetitive, I do not think I am exaggerating in saying that, in a world that is experiencing breathtaking changes – where we no longer see the State as capable of solving all problems, where we are shifting away from planned economies to new systems of open markets, and hence providing less protection for the disadvantaged groups – the need to pursue the principle of social justice should be the aspiration of all who participate in the work of the ILO. From this point of view I repeat that the ILO is called upon to play an extremely important role in the search for a balance between economic efficiency and social justice, all the more so now that the solutions advocated in other international forums target economic efficiency without much concern for social issues.

It is true that there are no universal models for achieving the establishment of a market economy with certain minimum social programmes that will promote equity, freedom with social justice and social liberalism.

Each country, according to its particular political, economic and social conditions, and in conformity with its historical traditions and legislative structures, must find the specific formulas which will contribute to achieving social justice, and which will ensure that the measures adopted to restructure or transform economies will not deprive large sections of the population of minimum levels of protection and of social security.

In the search for such formulas the instrument that should be used is tripartite dialogue – a fundamental pillar of our Organization. Without tripartite dialogue or agreement any plan adopted will lack the necessary basis for achieving success.

I am quite convinced that social justice should lead to a better and more equitable distribution of national wealth, and consequently, that social justice, as the fundamental objective of any social policy (and in the case of the ILO, as its very raison d'être), is the essential undertaking towards which all efforts should point.

Before concluding, I would like to express my most sincere thanks to my colleagues and fellow officers of the Governing Body, Mr. Jean-Jacques Oechslin, Employer Vice-Chairman, and Mrs. Shirley Carr, Worker Vice-Chairwoman, for the valuable and friendly cooperation that they have given me in the past year and which has considerably facilitated the task of directing the work of the Governing Body. I would also like to thank the Director-General and his staff for the constant support and assistance that they have given to the Officers of the Governing Body as a whole. My warmest congratulations to you, Mr. President, on your election. I wish you every success in your work and the work of the Conference.

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION

Original Arabic: The PRESIDENT – Allow me to extend my sincere thanks to the Chairman of the Governing Body for his excellent presentation.

Allow me, before opening the discussion on the Report of the Director-General, I would like first of all to make the following statement on behalf of the Officers of the Conference.

This statement refers to the way in which we intend to discharge our duties and I am making it on behalf of all the Officers of the Conference in order to remind you of the principles we propose to apply in guiding this discussion. These principles will be applied with the greatest possible uniformity to all speeches and all speakers. Our guiding principles were first established by the Working Party on the Programme and Structure of the ILO and approved by the Governing Body and put before the International Labour Conference in 1967. They are set out in paragraphs 54 to 58 of the report of the Working Party and can be found in the Memorandum of the 80th Session of the International Labour Conference. I am sure you all have copies of this document by now. It is incumbent upon the Officers of the Conference to draw the attention of all delegates to the contents of paragraph 58, which reads as follows: "In periods of acute political tension the ILO has a twofold responsibility – to uphold the values of human freedom and dignity enshrined in its Constitution and to circumscribe rather than extend the area of international tension by ensuring the fullest possible degree of continued cooperation in pursuit of the objectives of the ILO. Every delegate to the International Labour Conference has an obligation to the Conference to keep these considerations constantly in mind and the President has an obligation to ensure that the Conference does not lose sight of them".

It is my duty to draw the Conference's attention to these principles, and in full agreement with my fellow Officers and on behalf of all of you I urge all delegates to collaborate with us in applying these principles. In particular, we hope that every delegate will recognize that the Officers of the Conference are responsible for ensuring that these principles are observed. Both myself and my colleagues are determined to ensure compliance with those principles. Freedom of expression is a vital feature of the International Labour Organization. However, in order to exercise this right in a spirit of mutual respect we all have to accept a certain amount of discipline if we want our work to be carried on in an appropriate way and be crowned with success. It is the duty of the President of the sitting to ensure that these principles are respected and the Officers of the Conference will not hesitate to intervene in this connection. In particular, if there are offensive or insulting remarks made about any Head of State or Government or if personal insults are directed at any other delegate, the President will intervene immediately.

At the Conference, all delegates should use parliamentary language, and respect the accepted procedure, refer only to the items under discussion and avoid raising any question alien to these matters.

It is important that every delegate who wishes to make a reply to a statement should refrain from asking for the floor by raising a point of order. What he should do is to inform the President of the sitting before that sitting finishes that he wishes to exercise his right to reply. A request for a right of reply should be addressed to the Officers during the sitting in which the government or delegation considers that it should exercise its right of reply. These requests should be transmitted to the President through the Clerk and not by asking for the floor during the sitting.

I wish to refer to the practice with regard to the exercise of the right of reply. The reply should refer only to the point under debate. It should be brief, not exceed two minutes and should not give rise to any further remarks. Lastly, it should be presented in correct and parliamentary language.

Furthermore, I wish to point out that in order to avoid endless debate, it has been a practice of the Presidents to refuse to allow replies to a reply.

I wish furthermore to point out that in accordance with article 14, paragraph 6, of the Standing Orders of the International Labour Conference as amended by the Conference at its 79th Session, the time limit for speeches of delegates participating in the discussion on the Reports of the Governing Body and of the Director-General should not exceed ten minutes. I therefore invite all delegates to concentrate their remarks on these two Reports alone.

The time available to the Conference for the examination of its agenda being very short, it is imperative that these provisions be strictly respected.

All delegates and ministers attending the Conference will no doubt wish to take into account in preparing their remarks this limit of ten minutes so that the President will not be obliged to withdraw the right to speak from a speaker before he has finished his or her speech.

May I remind you that in accordance with the established practice the Officers and President organize the general discussion. In particular, it is up to the President to ensure the respect for the principles and provisions of the Standing Orders to which I have just referred.

Concerning the special sitting on the situation of the workers in the occupied Arab territories, may I remind you that on the proposal of the Selection Committee, the Conference has decided to allow speakers who so wish to take the floor both on the general report and during the general sitting, it being understood that the subject to be discussed in that sitting would not be discussed in the debate on the remainder of the report. May I recall in that respect that it has been decided to close the list of speakers for the special sitting at 6 p.m. on Tuesday, 8 June 1993.

Finally, it goes without saying that all the principles mentioned above also apply to the special sitting, except the time limit for speeches which depending on the number of speakers, may be less than ten minutes. With your help and collaboration, I am sure we shall fully discharge all the responsibilities conferred upon us, with a view to ensuring the proper conduct and success of the Conference and I thank you in advance for your understanding.

Mrs. CHITAURO *(Government delegate, Zimbabwe)* – Allow me on behalf of the Zimbabwean delegation to congratulate the President and the Vice-Presidents on their being elected unanimously to preside over this session of the Conference. I wish to express our confidence in them as well as assure them of our utmost cooperation as they guide the proceedings of the Conference.

I would also like to take this opportunity to congratulate the Director-General and his staff for producing analytical, comprehensive and informative reports and other working documents which will no doubt facilitate the work of the Conference.

My delegation is pleased with the ILO activities focusing on regional technical programmes. We in Zimbabwe have benefited a lot from the ILO assistance in many respects and would like to express our appreciation of the ILO's efforts in contributing to our economic development, particularly through the provision of technical expertise for various programmes in training, labour administration, social security, rehabilitation, factory inspection and employment promotion, to name but a few.

ARLAC, a Pan African institution for training, research and information, has become a centre of excellence in Africa. Training in professional and policy matters pertaining to labour administration has been conducted with very high standards. Zimbabwe has fulfilled its obligation towards the establishment and development of the centre. The ILO's continued support in consolidating this excellent enterprise is of paramount importance to us.

The Director-General's policy to streamline the ILO's technical capacity in the field by the establishment of five multidisciplinary advisory teams (MDTs) in Africa should be commended. The MDTs will go a long way in assisting and strengthening national capacity for effective employment-oriented and human resources development planning, in promoting equality of access to employment, training and socio-economic opportunities, in reducing income inequalities and wide disparities in working conditions and living standards between different socio-economic and population groups, and in assisting trade unions in collective bargaining and other aspects of industrial relations. The activities of the team will also be concerned with the important issues of regional integration and will provide direct technical support to the regional labour administration centre, ARLAC. Advisory services will be made available to the Southern African Labour Commission (SALC), the Southern African Development Coordination Conference (SADCC) and the Preferential Trade Area of Eastern and Southern African States (PTA), in accordance with the ILO's mandate.

Zimbabwe is now undertaking a structural adjustment programme whose major objective is to enhance a sustainable rate of economic growth. In this context, the MDTs will play a significant contributory role.

To achieve this objective, the economic reform programme requires that we restructure our economy at all levels to achieve a relatively high level of productivity, at both the production and national levels. Therefore, it is our conviction that economic growth and productivity are the two sides of one equation. The economic reform programme requires the adjustment of production costs, labour and managerial skills. It is also necessary to ensure that workers, youth and vulnerable groups are protected against any negative consequences associated with structural adjustment.

Consequently, my Government instituted a Social Dimensions of Adjustment Programme (SDA) to protect the poor and vulnerable groups, especially the unemployed and retrenched, youth and women and children from the adverse effects of the adjustment programme which are expected in the short and medium term. A Social Development Fund (SDF) has been established to carry out the objective of the SDA programme.

With carefully planned and managed policies to mitigate the negative impact of the structural adjustment programme, we should in the long run be able to generate employment and also improve the living standards of our people.

My Government acknowledges the crucial role played by small-scale enterprises and the informal sector in employment creation.

This sector deserves an enabling environment that renders support in terms of finance, extension services, skills training and infrastructure. The efforts of non-governmental organizations and other developmental agencies are duly recognized and it is hoped that the ILO will give further focus towards the mobilization of resources and close cooperation with all these organizations.

The 80th Session of the International Labour Conference has brought into sharp focus the ideals mankind should strive for in terms of the prevention of major industrial accidents and diseases and concerning part-time work and technical cooperation. All one needs to note is that the ILO should continue in its noble endeavour to improve living conditions and labour standards.

Let me make some brief remarks about the more technical items on the agenda of the Conference. My delegation fully supports the principles behind the proposed instrument on the prevention of major industrial accidents. This is indeed an encouraging move. Industrial accidents worldwide are claiming many lives and causing serious environmental degradation. My delegation hopes that the proposed instrument will give us further guidance in promoting occupational safety and health and environmental protection.

I note that the Conference will address for the first time the aspect of part-time work. Part-time work has developed rapidly over the years. Part-time work may be an attractive and practical arrangement for both enterprises and workers but may pose problems regarding conditions of employment and work. A legal framework for part-time work is important and could be realized by the adoption of relevant international instruments.

My Government fully appreciates the new modalities concerning technical cooperation. It is pleasing to note that now governments are to assume greater responsibilities for the formulation of programmes and execution of projects. This new approach introduces measures that rationalize the use of United Nations assistance and at the same time adapt it more suitably to coordination at the country level. We appreciate the role played in providing training for small-scale enterprises by Improve Your Business (IYB) ILO projects. During the second quarter of 1992, 89 Zimbabwean entrepreneurs and 245 trainers benefited from the IYB training programme.

As our region has been prone to armed conflict, we have quite a sizeable number of disabled persons. The assistance provided by the ILO in the rehabilitation of disabled women under its project for disabled women in Harare is most appreciated.

We are also grateful for the support given to my country by the ILO through the refugee pilot project. As you are aware, Zimbabwe hosts thousands of refugees from neighbouring countries, and hence it would be helpful to start a refugee IYB programme on a larger scale to cater to their needs.

In Zimbabwe the responsibility for enlightening the workers on matters pertaining to occupational health and safety, prevention of industrial accidents, as well as the enforcement of the relevant legislation, has been assigned to the National Social Security Authority (NSSA).

Day-to-day activities for the prevention of occupational injury and diseases are undertaken by the following sections of the Accident Prevention and Workers' Compensation Scheme: the safety and health promotion service; the factory inspectorate; the medical services unit; and the workers' compensation unit.

On the question of drugs and alcohol abuse, we believe that governments and labour ministries should take cognizance of this problem and note that the abuse of drugs is having negative effects on both economic development and the physical and mental well-being of workers.

In conclusion, I would like to extend my best wishes to the ILO as it prepares for the 75th anniversary of its creation and also for the 50th anniversary of the Declaration of Philadelphia, due in 1994. We for our part will try to organize events in our country to commemorate these historic events.

Mr. DOBRIN *(Employers' delegate, Romania)* – I should like to congratulate the President on behalf of the Romanian employers. Our participation in the 80th Session of the International Labour Conference is a great challenge. We will take part in the Conference with the objective of gaining a full understanding of the fundamental principles and values of the ILO. We are confident that employers' organizations should be much more committed to employment growth within a free market economy based on a private initiative.

We recognize that by acting in accordance with the standards of the International Labour Organization and its resolutions, we can obtain excellent technical cooperation which will help us take the appropriate measures to prevent major industrial accidents and minimize their effects. Employers' organizations should consequently concentrate on the educational process, particularly in rapidly changing societies. As is the case of Romania, people have to go on learning throughout their lives. Employers' organizations should conceive and promote approaches to strategic manpower planning and should design policies for ongoing training which facilitate the provision of social insurance and social protection.

We truly hope that during this 80th Session the Romanian employers will become thoroughly conversant with employers' activities and tripartite policies so that next year, when we will celebrate the 75th anniversary of the International Labour Organization and the 50th anniversary of the Declaration of Philadelphia, we can make a greater contribution to the development of international organizations. I wish the fullest success to the 80th Session of the International Labour Conference.

Original Arabic: The PRESIDENT – The next speaker on my list is Mr. Rhee, Minister of Labour of the Republic of Korea. Allow me on your behalf to congratulate the Republic of Korea for attending this meeting as a full Member of the ILO. I would also like to congratulate the Minister of Labour for having the opportunity to deliver his full speech before this meeting.

Original Korean: Mr. RHEE *(Minister of Labour, Republic of Korea)* – On behalf of the Government of the Republic of Korea, I would like to congratulate the President and Vice-Presidents on their election.

I am convinced that under their leadership, and with the active participation of the delegates, this session will be very successful.

I also wish to extend my deep appreciation to the ILO secretariat for its untiring efforts to establish a just society by promoting the welfare of all mankind. This ambitious goal can be reached with the concerted effort of the member States.

In recent decades the world has witnessed the expansion of individual liberty, pluralism and democratization, coupled with industrialization, economic growth and technological innovation. These developments have made each and every government more mindful of the importance of enhancing the welfare of each individual.

In his report *Social insurance and social protection*, the Director-General of the ILO emphasizes that social security mechanisms for protecting our basic human rights and welfare cannot be implemented solely through the efforts of individual countries. He maintains that implementation will require the efforts and cooperation of the ILO and other international organizations as well as governments, non-governmental groups and the people of the world. I commend him for these meaningful and timely observations.

As a result of political, economic and social development, a firm foundation for social security systems was established in the advanced countries a few decades ago. However, we must admit that, owing to poverty, authoritarian political systems and ineffective executive mechanisms, the developing countries have yet to establish stable social security systems.

The report also emphasizes the critical importance of expanding coverage, increasing benefits, maintaining present systems and achieving appropriate policy cohesion, thus extending social security benefits to as many people as possible in developing countries.

The most important element in establishing a suitable system of social security is the will of individuals and governments, accompanied by sound national economic foundations. While the realization of such efforts can be left to individual countries, the international community, including the ILO, must continue to render assistance to developing countries so that they may expand their economic bases and better provide for the social security of their citizens.

With sustained economic growth since the 1960s, the Republic of Korea has steadily increased the financing of its social security system. Consequently, the living standard of Koreans has risen. Improvements can be observed in such areas as health care, housing, education, and in the well-being of its workers.

My Government has laid the foundation for a social security system by introducing nationwide medical insurance, a national pension system, and workmen's accident compensation insurance.

In the mid-1990s, a pension system for farmers and fishermen and an unemployment insurance system will be added to my country's social security programmes. Through such programmes, the Korean Government is making efforts to build a welfare system in which all people can enjoy their share of economic prosperity.

Today, the Republic of Korea is now entering a new era which requires the construction of a model for continued development that emphasizes autonomy, participation, and creativity in all sectors of the economy, while boosting democratization, openness and internationalization of the Korean economy.

Under a civilian Government that was inaugurated in February 1993, we are hard at work creating a new Korea with wide public support. We are implementing reforms in pursuit of a more mature, just and prosperous democracy.

In particular, industrial relations in Korea are rapidly moving in a more democratic direction, and the tripartite agreement among workers, employers and the Government is being widely respected.

In keeping with the changing tide, the Ministry of Labour is making every effort to help revitalize the Korean economy and to improve the quality of working life through the reform of labour policies. This will contribute to the improvement of Korea's welfare programmes, and result in the harmonization of autonomy and responsibility.

I would like to take this opportunity to offer a few comments on the agenda of this session of the Conference, beginning with the prevention of major industrial accidents, which is the topic for second discussion. In my view, it is a most timely and meaningful subject in light of the fact that today the growing production and use of hazardous and noxious materials has increased the possibility of major industrial accidents such as fires, explosions and gas leaks which exacerbate the risk of extensive environmental damage.

The Republic of Korea is seeking to exercise utmost care in order to prevent major industrial accidents. We are pursuing an array of preventive measures, such as the enactment and reform of various regulations related to industrial safety and health, a nationwide campaign to make people more safety conscious at work, and interministerial joint action targeted at major hazardous industrial facilities.

In this regard, I would like to stress the importance of technology exchange, information sharing, and mutual cooperation among the agencies of the United Nations such as the ILO, UNEP and the WHO, as well as among developed and developing countries. I urge all member countries to continue investing, within their capabilities, in measures to prevent major industrial accidents.

The second topic I would like to comment on is part-time work, the topic for first discussion. In my view, this is also a timely and desirable subject considering the current trend toward declining workhours, flexible work schedules, and diversified employment patterns, as well as the growing adoption of new production systems which require labour flexibility.

Although at present the proportion of part-time workers in Korea's total workforce is very low compared to that of the advanced countries, it is expected to increase in the near future. Accordingly, it is becoming important for the Korean Government to deal with issues relating to part-time work.

To protect part-time workers, in 1991 my Government drafted and implemented Guidelines to Guarantee Working Conditions for Part-Time Workers, laying the basis for a system that will be continuously improved by the Government.

I would like to stress, however, that the provisions of any new international labour standards on part time work should be sufficiently flexible to enable member countries to apply them according to their own conditions and circumstances.

Today, the international community is faced with ethnic confrontations, racial discrimination, religious strife and poverty. I believe that, to resolve such conflicts and challenges, we must begin at the most fundamental level, with basic respect for each other's inalienable rights. We must recognize that all people are equal and we must assist others in their time to need. Such actions serve to reaffirm our unending faith in the ILO's basic principle of human dignity.

The Republic of Korea will do its best to fulfil its mission and duties as a member State by actively participating in the ILO's diverse activities.

I sincerely hope that this 80th Session of the International Labour Conference will prove to be most fruitful in promoting peace, prosperity and justice for all mankind.

Mr. SANGMA *(Minister of State for Labour, India)* – May I extend to the President and the Vice-Presidents warm felicitations on behalf of my delegation and on my own behalf on their election. I also congratulate Mr. Michel Hansenne on his unanimous election as Director-General of the ILO for another term. Mr. Hansenne's stewardship has provided a purposeful direction to the activities of this great Organization and by electing him for another term we will immensely benefit further from his guidance. I also welcome the new Member States who have recently joined the ILO fraternity.

I have read with considerable interest the Report of the Director-General on ILO activities for the year 1992. The efforts of the Organization in the areas of wider observance of international labour standards, promoting employment and training, working conditions and environment, and social security and technical cooperation, are quite impressive.

For some time now, the ILO has been having stagnant levels of budgets. We do appreciate the financial stringency faced by the ILO. The matter of concern, however, is that staff costs account for about 70 per cent of the budget. I know that the ILO does have plans for deferring appointments against identified staff positions. But belt-tightening and declaring redundancies have serious limits. Positive solutions have to be sought – like mobilizing more resources including extra-budgetary support of a significantly high order. I do hope that innovations, like the formation of multi-disciplinary teams, national execution of projects and transfer of resources on a decentralized basis, will lead to increased productivity, efficiency and economy in the ILO.

India has ratified 36 ILO Conventions and has also enacted laws to implement them. Apart from submitting detailed statements to our Parliament, we have also recently conducted a comprehensive review of the status of ratifications. We have always given the highest consideration to the instruments adopted by the Conference. These Conventions, whether ratified or not, provide guidelines in the formulation of our social and labour policies and programmes.

An important item listed for deliberation is the adoption of international labour standards for the part-time workers. In developing societies, where unemployment and underemployment are of a high order, stringent labour protection could turn out to be counter-productive. A delicate balance will have to be struck between labour protection for part-time workers and the economic viability of employers engaging part-time labour. In other words, the standards for part-time work should be so designed as to make it an instrument of employment generation. In any case, for the present, we could rest content with making a recommendation on the subject.

Child labour is a universal phenomenon the world over, in both developed and developing countries. Every country is taking steps to combat it, taking into consideration its socio-economic conditions. We have to recognize that, in many countries, this is a deep-rooted problem which can be eradicated only over a period of time. International institutions and specialized organizations must seek to persuade rather than coerce countries into taking the steps needed to solve the problem. The Government of India is fully seized with the problem of child labour and is determined to take all necessary steps to eradicate it as soon as possible.

Apart from legislation to tackle the problem, India, by formulating a national policy on child labour, has adopted a multi-disciplinary approach. The aim is to set out positive programmes for the health, education and nutrition of children and all-round integrated action on the part of international agencies, the Government and the Non-Governmental Organizations. Parents should be educated on the need for children to be sent to school instead of work. Employers, too, should come forward to help wean children away from the world of work. Wages should be statutorily regulated so that for the employers, employment of children will not be an economically attractive proposition. However, in the process of removing children from employment, we should not also lose sight of the need to continue to impart vocational skills to them. Mere general education could be irrelevant to employment in adult life. In this context, we appreciate the initiative taken by the Director-General on IPEC as well as the support of Germany and Belgium.

Migration of labour populations is a phenomenon caused not merely by poverty but also by a lack of balance in regional development. Workers tend to migrate from low-wage areas to the high-wage areas. Migrations are also caused by demand for specific skills in certain areas. This pressure of different causal factors creates complex situations. The ILO programmes on migrant workers need to be intensified – for taking stock, to study trends, to investigate levels of labour protection and to propose remedies.

In April 1993 the ILO successfully conducted the 13th World Congress on Occupational Safety and

Health in collaboration with the International Social Security Association and the National Safety Council of India. More than 50 countries participated and I am sure that the deliberations of this Congress would form a meaningful backdrop for the discussions to be held on the proposed adoption of a Convention and Recommendation on prevention of industrial disasters.

The Director-General's Report on *Social insurance and social protection* has been well timed. The Report is indeed thought-provoking. The suggestion to build social security policy into the overall framework of the general development strategy, side by side with tailoring solutions to the national context, is quite down-to-earth and realistic.

My country is passing through a critical phase of comprehensive economic reforms. The restrictions on investments have been dismantled, the import-export regime liberalized and monetary reforms introduced. In this process of structural adjustments, the workers fear redundancies and retrenchments. Our Prime Minister is immensely aware of the need for reforms being carried out with a human face. We have created the National Renewal Fund with domestic and external funding. The resources from this fund are being used for training, retraining, redeployment, generous separation benefits and employment generation. We have also created under the Labour Minister special tripartite bodies for six major industries. These bodies have recommended meaningful measures to secure a fair deal for labour in the process of adjustments. I would urge that the ILO should lay special emphasis on evolving programmes for skill development and employment promotion and should work interactively with the other United Nations agencies and the World Bank.

On the question of increased emphasis being placed on tripartism, all I can say is that tripartism in India has come to stay and is probably second to none. I myself head nearly 50 tripartite committees at the central government level and we have ensured that tripartism is indeed the vehicle of the future.

I also thank the Director-General for the Report on Apartheid in South Africa. As you are all aware, India was the first country to inscribe the issue of Apartheid on the agenda of the United Nations and was influential in the imposition of sanctions against South Africa. The recent developments have given rise to the expectation of an early formation of fully representative interim government in South Africa. The entire international community must extend its helping hand for an early realization of a non-racial and democratic South Africa.

I take this opportunity to call upon all my colleagues who came to Teheran this April to treat the recommendations of the 13th Conference of Asian and Pacific Labour Ministers as a blueprint for future coordinated follow-up action on all the significant issues raised in the Conference.

We have been able to secure for the ILO and ARTEP office accommodation in one of the most prestigious localities in New Delhi. With such an infrastructure, a new multi-disciplinary team and a vast network of labour and management institutions spread in different parts of the country, I am sure the ILO will use India as a vital base for its operations in the region.

I conclude by wishing every success for this 80th Session of the Conference.

Original Lao: Mr. INTHATHIRATH *(Workers' delegate, Lao People's Democratic Republic)* – On behalf of the Lao Federation of Trade Unions it is a great honour and privilege for me to participate in the 80th Session of the International Labour Conference.

I should like to express my heartfelt thanks to the Governing Body of the ILO for the warm welcome and all the facilities which they have provided to our delegation, enabling us to attend this important Conference on behalf of the workers and labouring people all over the world.

As you all know, the Lao People's Democratic Republic is a small and backward landlocked country which has recently emerged from colonization and is now reconstructing its national, social and economic sectors and culture on the basis of an independent democracy with the help of foreign cooperation.

Our trade union organization actively participates in the defence and protection of the legitimate rights and interests of the workers. The Lao trade union organization stimulates and encourages the workers of all ethnic groups, helping them to develop their skills and exploit their talent and potential in order to foster the growth of the economy and culture and promote social insurance.

Our Government has changed the bureaucratic and mainly subventionalist mechanism of economic management and is now using a market economy to develop all economic sectors and to introduce a form of State capitalism to boost the production of goods, the free and legal circulation of goods, improve the performance and reform of the State collective economic system, promote and stimulate family-based economy and privatization, and to open up economic relations and cooperation with foreign countries.

The economic situation is improving, inflation is no longer critical, prices of goods are no longer rapidly increasing and the living conditions of our people have improved.

We have reformed the collective system. Peasant families are now the main unit of production and the managers of collective farms and Government technical staff provide technical knowledge and assistance with fertilizers, pests, insecticides, vaccines, etc. Farmers are working hard on their land, production has improved and there are now two harvests a year.

To implement the Government's policies on environmental protection, our trade union is encouraging the people to cultivate the forests and plant fruit trees and avoid slash and burn cultivation and shifting agriculture.

At present every country in our region is earnestly discussing the struggle against nuclear war and the maintenance of peace, security, health care and the environment. We have also started to carry out joint studies on employment problems and on ways and means of enhancing the living conditions of the working people. We realize, however, that the policies of some countries are geared to using scientific and technical achievements to produce and stock nuclear weapons for destructive purposes instead of using modern science and technology to promote the prosperity of mankind.

I should like briefly to describe to you how the trade unions function in our country. The main functions of the Lao trade unions are: to protect the legitimate rights and interest of the workers; to educate and train the workers; to strengthen solidarity, promote democracy and mobilize the workers in support of State policies and equal rights; to provide employment opportunities; to settle labour disputes peacefully through the Labour Relations Commission, which is made up of trade union members.

A Labour Act was enacted on 29 November 1990 to regulate employment relationships and make full use of workers' abilities to promote further social and economic development. This Act covers all undertakings and organizations in both the public and private sectors. Our labour standards and laws fix maximum hours of work for all industrial and commercial establishments. The working week is six days long, with no more than eight hours per day; a maximum of 36 hours per week is prescribed for work which may be considered detrimental to human health. The Act prohibits the employment of pregnant women and children under 15 years of age in hazardous and arduous work. Women and children under 15 years of age may be employed only in light work and must work no more than six hours per day. The Act also fixes minimum working conditions and lays down safety rules and regulations reflecting occupational safety and health.

Employers must provide workers with appropriate lighting, clean drinking water, protective equipment and health care; they must also provide free medical care and pay at least 50 per cent of workers' medical bills. The Act also makes provision for the establishment of a pension scheme and a bonus scheme. Employers are required to set up a social insurance fund to which workers must contribute.

For the construction and defence of our country, our State has promulgated many social policies and regulations for the health care of workers and their families, and one of these is the provision of regulations on social security. These regulations consist of provisions of fundamental social interest for the workers, namely the right to paid leave in the event of illness, occupational accidents and diseases and the right to paid maternity leave.

The social security policies of our country are improving constantly. When on sick leave workers are entitled to social security allowances equivalent to 75 to 95 per cent of the wage depending on their years of service. Those who have been working for over 30 successive years, or those who are given the title of heroes or heroines, are entitled to a sickness allowance equivalent to 100 per cent of their salary. If a worker has to take leave because of an occupational accident or disease, allowances equal to the full wage are paid irrespective of years of service. Women workers are also entitled to full maternity pay. In this process of improving social security policies, the Lao trade unions have made an active contribution to extending the coverage for workers carrying out arduous or hazardous work in mountainous and remote regions. We attach great importance to maternity and child protection and feel it is very important to provide favourable conditions for nursing mothers. The number of days of maternity leave depends on the workplace and on the number of children.

Original Arabic: The PRESIDENT – Now I give the floor to Mr. Sattar Mehbaliyev, the Workers' delegate of the Republic of Azerbaijan. I would like to congratulate the Republic of Azerbaijan on its admission to the ILO, and I would like to congratulate Mr. Mehbaliyev for having the opportunity to address this Conference for the first time.

Original Azeri: Mr. SATTAR MEHBALIYEV *(Workers' delegate, Azerbaijan)* – In this forum the difficult search is conducted for solutions to the problems of worker security and the defence of workers' interests. These problems are analysed in detail in the interesting reports of the Governing Body and also in the Director-General's Report and in the statements made by the various participants. The Republic of Azerbaijan recently achieved independence and it is experiencing the same problems. As the international community knows, following the breakup of the USSR Azerbaijan and the other former Soviet Republics threw off the chains of totalitarianism and for the second time in their history found liberty and sovereignty. Our country has begun to construct a democratic State worthy of the name, and I should like to tell you about some of the problems which we are encountering as well as the prospects for development which we foresee in this difficult situation.

For many years our Republic provided the capital with fuel and raw materials. The agricultural sector and industrial enterprises worked with obsolete equipment. This led to many almost insurmountable social problems and to an environmental crisis.

Our income and food consumption are far less than average. Housing, medical and environmental problems are amongst the most difficult problems which our Republic has to resolve. Our young Republic has found it particularly difficult to find employment for some 300,000 unemployed people, not to mention for thousands of refugees, although we have the sufficient economic and intellectual potential to overcome these problems in the long run. However, the fact that Armenia is encroaching upon our territory and violating the integrity of our Republic, and has been doing so for two years, is having repercussions on our country's development: 12 per cent of the Republic's territory has been occupied by the aggressors from Armenia.

Thousands of peace-loving people have been killed. Tens of thousands of otherwise able-bodied people have become handicapped in the occupied areas. Hundreds of occupied villages, towns and inhabited areas have been razed to the ground and burnt. Our people's property is pillaged and this plunder is continuing to the present day.

Unfortunately the conflict is spreading and our peace-loving people are being expelled from their homes. They are being exterminated and they are being taken hostage. Last year at the beginning of the previous session of the International Labour Conference towns such as Shusha and Lachin were being occupied; the people of Azerbaijan had undergone a genocide in Khodjali. This year the Armenian aggressors have occupied the whole Kelbadjar region, which is far from Nagorny Karabakh. Our numerous attempts to find a peaceful settlement through the CSCE have led to nothing, and even today, while the United Nations Security Council is discussing the conflict Armenia is defying Resolution 822 and the peace initiative of the United States, Turkey and Russia.

In the face of this blatant aggression, our Republic is making every effort to regain its territory by peaceful means.

We have taken in a hundred thousand refugees. This influx is one of the most difficult problems we face. The inhabitants of Azerbaijan who were expelled first from Armenia and then from Nagorny Karabakh found themselves sacrificed to political considerations. Since we have to provide these people with housing, clothing, supplies, medicines and employment, you can imagine the difficult economic situation in which we find ourselves. Obviously, we understand that the conflict between Armenia and Azerbaijan is not the only conflict in today's world. This is why we believe it is important that we should be able to adopt new international legal standards to find a solution to this problem, and which would enable us to determine the status of these refugees in the spirit of the Universal Declaration of Human Rights.

We hope that all international organizations will be unanimous on this subject. At the same time, our people believe that justice will triumph, and we have confidence in the authority and humanitarian spirit of the world community. We believe in you, because we hope that you can harness the aggressor and restore justice and peace. One of the main aims of our State is to create an economy and a State which could subordinate production to the interests of consumers. At the same time, we have to overcome the shortage of goods and services, re-establish many forms of ownership, in particular through privatization, and make it possible for our citizens to achieve economic independence. How are we to solve these problems? It is going to be difficult in this period of transition. Following the disintegration of the Soviet empire, the Trade Union Centre of Azerbaijan was able to select the path toward democratic and independent development. Last February, on the basis of democratic principles, the new Trade Union Centre of Azerbaijan was established. This is the largest collaboration including 33 private trade unions. Obviously, given the transformation of economic relationships, trade union relations are now experiencing difficulties, mainly because private ownership is only just coming into being. In order to improve difficult working conditions, to improve salaries, to find solutions to the many social problems, to defend rights and resolve conflicts between the entrepreneurs and the State, we have to adopt new laws in the spirit of international legal standards. We must be able to regulate social and economic relationships. Due to all the numerous difficulties of the transition period, we feel a sense of frustration but we are very happy to say that today, the forces of democracy have given our trade unions enough leeway so that they use their own initiative and adopt practical measures. We have promulgated a number of acts, including the act on employment, on the privatization of state property, on indexing income, on the property of citizens of Azerbaijan, on pensions, on employment conditions, etc. We are sure that we will soon be able to adopt legislation concerning trade unions after it has been examined by Parliament. The Parliament is currently examining a bill on social cooperation and labour contracts. The main provisions of the legislation we have recently adopted and which cover the economic and social sectors as well as the labour sector, comply with the Conventions and Recommendations of the International Labour Organization. At this time there is one important question – the ratification of the Occupational Safety and Health Convention 1981 (No. 155). We would like to defend workers' rights and workers' interests and we would like to deepen our relationship with the ILO.

We are sure that with your cooperation we will be able to make progress, and we hope that international pressure will be brought to bear upon the Armenian aggressors.

Original German: Mr. ARBESSER-RASTBURG *(Employers' delegate, Austria)* – May I heartily first of all congratulate the President on his election to the presidency of the 80th Session of the International Labour Conference. I trust that under his experienced guidance the proceedings of this session will be brought to a successful conclusion.

The world has changed since the collapse of communism in Eastern Europe, and our Organization must take these events into account.

As an employers' representative, I attended a conference of the democratic trade unions of Eastern Europe at which a clear wish was expressed for the establishment not only of strong workers' organizations but also of free employers' federations so that both groups move successfully, on a democractic basis, towards a social market economy.

For the ILO this implies providing both sides of industry with the assistance they need to set up such organizations rapidly and efficiently.

A further important task, particularly in the difficult economic circumstances prevailing throughout the world, is to take into account the suggestions made by the Committee on Employment of the Governing Body. I believe that these programmes are of crucial importance.

As far as Conventions are concerned, what matters is not the number of Conventions adopted but rather the number of ratifications.

I am firmly convinced that it is more important for successful economic and social development to review old and outdated Conventions than to conclude new ones that are often ratified by only a small number of States. As many Conventions lack the necessary flexibility, they often cannot be ratified even by States that are socially advanced.

Our common task is more important today than ever before, and it is crucial that we set about solving the most pressing problems rather than allowing ourselves to be sidetracked by matters of secondary importance.

But this can only be done if we pursue an appropriate manpower policy that assigns the right tasks to the right people. I firmly believe that this is a problem which demands our very special attention.

It also implies fostering the necessary skills in the younger generation so that no major gaps arise when people reach retirement age. The high standard of existing manpower must not only be maintained but reinforced. I am sure that under the leadership of our Director-General, whom I warmly congratulate on behalf of the Austrian Employers on his re-election we shall be able to fulfil the broad range of tasks confronting us for the benefit both of the developing countries and of the threshold and industrialized countries.

As the only tripartite organization within the United Nations family, we have a duty to solve the very difficult problems of the present time through a concentrated effort on the part of all three groups. In 1969 the ILO was awarded the Nobel Peace Prize.

Let me close with a vision of the future in which the workers, employers and governments of all the current 162 member States of this Organization help to secure and maintain peace throughout the world for all time.

May social peace, to which we are committed, pave the way for peaceful development in all five continents.

Original French: Mrs. SASSO-MAZZUFFERI *(Employers' delegate, Italy)* – I should like to congratulate the President most warmly and sincerely on his election and I undertake to contribute to the best of my ability to the success of this session of the Conference.

The subject of social security discussed in the Director-General's Report this year is extremely topical and offers a modern vision of one of the most acutely felt problems of our age.

It is true, as stressed in the Report, that social security is one of the acquired rights of the workers in industrialized countries, whereas, to this very day, the populations of the developing countries are very far from being so well protected. In the latter, where pensions or regular unemployment benefits are concerned, the role of institutionalized social security still remains rather limited.

However, this should not serve as a pretext for reducing protection where it already exists. On the contrary, we must improve protection wherever this is possible. It would be desirable, where this is feasible, to let the individual be partially responsible for his or her level of protection rather than leaving all the responsibility to the State. To this end, savings and private funds should be used. This is the concept of shared responsibility referred to on page 79, first paragraph, of the French text of the Report. And I fully endorse this concept.

The growing share of social security in the budgets of industrialized countries is an incentive to finding a new approach to this controversial issue.

Our country, like other countries in Europe, has a state deficit which is no longer sustainable and has therefore been obliged to adopt reforms – deferred for decades – which call for great sacrifices in pensions and in health care. This is an effort which each individual will have to make throughout his or her working life in order to retain at the time of retirement a living standard comparable to that of active life.

The employers, although they are aware of the difficulties inherent in this new approach, have for many years now been making proposals along these lines.

Unemployment protection has, on the contrary, been reinforced because of the economic crisis and the difficulties encountered by enterprises.

In my opinion, the ILO should play a leading part in bringing about a convergence in the levels of protection in the various regions of the world.

The ILO will have further to intensify its work, although a great deal is being done already, to achieve ratification and effective application in all countries of ILO instruments concerning social security and to endeavour to extend the range of protected categories beyond the privileged few which exist so far.

Tripartite action in this area has definite advantages, especially if the social partners work together to make headway.

Coming to the second part of the Report, I should like to take note of the very satisfactory results achieved by the ILO. The Director-General deserves our appreciation and our support.

We should like to convey special congratulations together with a word of encouragement to carry on the good work to the Director of the Turin Centre, Mr. Trémeaud. We commend his efficient management and his ability to develop the quality of this valuable tool of the ILO, a tool which has demonstrated excellent performance.

I should like at this point to make a few comments on the future of our Organization and on how it can meet the new needs of our age.

Whilst the priority today is still the struggle against poverty and the development of productive employment, the ILO should seek out new areas to generate employment beyond the major traditional sectors to which the activities of our Organization have so far been principally devoted. These sectors are currently engaged in a long and complicated process of restructuring to adjust to the crisis, and experts agree in predicting that in the short term they will not be able to generate new employment.

For the developing countries, the sectors which need a boost are basically the rural sector and the informal urban sector. In these sectors technical cooperation studies and ILO advisory services should be brought into play in order to foster, without rigidity, a climate favourable to the generating of productive and freely chosen employment.

Flexibility should be a major consideration in all standard-setting activities of our Organization. The agenda of our Conference should be limited. The instruments adopted should be accessible to all so that they may be ratified and applied by the vast majority of countries.

In my opinion, the most recent standards are tending in the opposite direction. They are applicable only in a very limited number of industrialized countries. Moreover, when new instruments are produced, outdated standards should be revised at the same time. The updating of the international labour code should have the same priority as the adoption of new standards.

The Employers' group has tabled a well-argued document on priorities, goals and the ways in which we can adapt our Organization and its instruments to the constantly changing needs of the peoples who form it.

Italian employers share the concerns expressed in this document and support the means proposed for effecting a thorough-going change in the criteria and methods used so far.

We continue to be ready to make our contribution to the renewal of the ILO, a renewal called for by economic, social and political developments of recent years.

Original Arabic: The PRESIDENT – I give the floor to His Excellency, the Minister of Labour and Social Welfare, Mr. Juras of Croatia, and I would like to congratulate him for the admission of his country to the ILO and I would like to congratulate him for having the floor for the first time in addressing this Conference.

Mr. JURAS *(Minister of Labour and Social Welfare, Croatia)* – I am honoured and pleased to greet, in the name of the Government of the Republic of Croatia, all the participants of the Conference, and to express great satisfaction at the fact that the Republic of Croatia, as a new Member of the International Labour Organization, is now a full participant in this Conference.

Let me familiarize you with some of the major facts regarding the Republic of Croatia. After 1990, the year when the first democratic free elections were held, and after the will of the Croatian people longing for freedom was confirmed by the referendum, the struggle for independence began. On 25 June 1991, the day when the Croatian Parliament adopted the declaration of independence, the war of aggression against Croatia commenced; at the beginning, in a disguised, but later, in a very direct and brutal manner. The former Yugoslavia and its criminal army started to use modern weapons for open attack against Croatian towns and villages and the consequences were only ruins, dead, wounded and expelled persons. In fact, the loss of privileges based on the Great Serbian hegemony, which had been secured by the totalitarian communist regime lies behind this criminal war.

A result of the war against Croatia, but also a result of the communist system in the former Yugoslavia is perhaps most clearly seen by the social structure of the Republic of Croatia which is characterized by the following data:

- 4,874,263 inhabitants of the Republic of Croatia (according to the population census in 1991);
- 846,483 persons employed in the productive branches of the economy – socially owned sector;
- 235,111 persons employed in the public services (non-productive branches of the economy) – socially owned sector;
- 117,914 persons employed in the private sector;
- 1,199,508 employed persons in total (excluding those engaged in the Ministry of the Interior/police/and in the Croatian Army);
- 251,041 displaced persons in the Republic of Croatia;
- 782,306 retired persons (pensioners);
- 255,101 unemployed persons;
- 29,047 persons receiving unemployment benefit (pecuniary compensation);
- 33,000 employees who receive minimal wages/salaries, that are paid out on the strength of the "Decree on providing resources/funds, on materializing rights and mode of paying-out minimal wages/salaries and allowances to specific natural and juridical persons owing to the consequences caused by the war against the Republic of Croatia";
- 180,000 recipients of various material types of social welfare support;
- 50,000 persons receiving subsidies;
- 208,414 receivers of children's allowance;
- 7,784 persons killed in the homeland war;
- 13,788 persons missing during the homeland war;
- 21,000 persons disabled in the homeland war; and
- 3,724 children with one parent killed in the homeland war.

It is estimated that the following persons are potentially socially imperilled in the existential sense:

- about two-thirds of registered unemployed persons;
- about 270,000 retired persons;
- about 140,000 persons receiving aid and allowances under the social welfare scheme;
- a major part of persons receiving child benefit and subsidies for rent or for subtenant's rent; and
- a certain number of the employed persons, farmers and other persons whose incomes do not cover minimal living costs.

The seriousness of the situation is reinforced by the fact that war was waged against the neighbouring State of Bosnia and Herzegovina. As a result of this war the Republic of Croatia has had to provide shelter for 298,246 refugees, while about 600,000 refugees have passed through Croatia on their way to find shelter in third countries.

At first sight, the data just presented are discouraging, but I want to assure you that both the Croatian Government and Parliament as well as the Croatian people do not lack the courage or the will power to face these problems.

Please let me outline briefly the programme of my Government which aims to stabilize conditions in the Republic of Croatia, and the development guidelines for economic and social welfare policies.

The main emphasis of the efforts of the Government of the Republic of Croatia is on the attempt to establish a durable and righteous peace not only in Croatia but also throughout the territory of the former Yugoslavia. We are convinced that the efforts made by the Croatian Government and Croatian policy as a whole present a factor of stability in this region. So I am making a strong appeal to the delegates of this Conference, if the circumstances permit, to communicate faithfully to their respective governments the desire of the Government of Croatia to establish peace. The Government of the Republic of Croatia will do its very best to ensure the highest possible levels of human rights and of freedoms in the Republic of Croatia, particularly with regard to the rights of minorities.

The tasks I am responsible for in the Croatian Government fall within the competence of the Ministry of Labour and Social Welfare, and include the implementation of labour, employment and social security policies. I want to convey to you the political determination of my Government that the Republic of Croatia be an active member of the International Labour Organization, easily recognizable by its commitment to accept the principles and standards of this Organization.

The Government of the Republic of Croatia has made a decision by which it makes a firm commitment to respect the 25 International Labour Organization Conventions to which the former Yugoslavia was a party, and the procedure for giving notification of the succession of the Republic of Croatia in regard to all the Conventions to which the former Yugoslavia was a party is under way. I am sure that the International Labour Organization will soon be informed by the Croatian Government that the Republic of Croatia feels obliged to act in compliance with all the Conventions to which the former Yugoslavia was a party, specifically referring to all the Conventions that were legally valid on its territory on 8 October 1991.

The Government of the Republic of Croatia will continue the process of ratification of other Conventions of the International Labour Organization which it considers to be reflections of civilized developmental achievements in the fields of labour, employment and social security.

I trust that in this way the willingness of the Republic of Croatia to be cooperative and to be an open country regarding the international supervision of the application of accepted standards will become manifest. The entire legal system in the Republic of Croatia is now being modified and new legal regulations are being adopted to make the legal system compatible with the Constitution of the Republic of Croatia, the principles of which offer good reason for the Republic of Croatia to be proud.

With the new legal regulations in the fields of labour, employment and social security, the Government of the Republic of Croatia wishes to apply consistently the principle of tripartism which it esteems as a very high-ranking achievement of civilization. We are convinced that a wide use of this principle will reveal the energy of the nation that has been accumulated through centuries and the desire for Croatia to become a free, independent and democratic welfare State with economic and social prosperity for all its citizens.

The Government of the Republic of Croatia hopes that its efforts will not remain unnoticed and will meet with the necessary support of the international community, which I strongly believe will respond in accordance with the United Nations Resolution which recommends to the international community to render comprehensive assistance and aid to Croatia.

In this respect, the Government of the Republic of Croatia will feel free to ask for corresponding aid from the International Labour Organization.

I am grateful for the attention accorded to me and to my country.

(The Conference adjourned at 5.10 p.m.)

Credentials

Brief report by Mr. M. Vargas Campos, Chairman of the Governing Body of the International Labour Office, on the credentials of delegates and advisers to the 80th Session of the International Labour Conference, Geneva, 1 June 1993

The Chairman of the Governing Body of the International Labour Office has the honour to present the customary report prescribed by Article 26 of the Standing Orders of the International Labour Conference.

The composition of each delegation and the method of appointment of delegates and advisers to the sessions of the International Labour Conference are governed by article 3 of the Constitution of the International Labour Organization.

In accordance with paragraphs 8 and 9 of this article, it is for the governments to communicate to the International Labour Office the nominations made. The Conference examines these nominations and decides, in the case of dispute, whether delegates and advisers have been nominated in accordance with article 3 of the Constitution.

The Conference exercises this power in accordance with the procedure laid down in Articles 5 and 26 of its Standing Orders.

In particular, paragraph 2 of Article 26 of the Standing Orders of the Conference provides that "A brief report upon these credentials, drawn up by the Chairman of the Governing Body, shall, with the credentials, be open to inspection by the delegates on the day before the opening of the session of the Conference and shall be published as an appendix to the record of the first sitting".

The present report is submitted in compliance with this provision. The list given in the table below was closed on 1 June 1993 at 10 a.m. in order that it might be available for inspection by the members of the delegations that same day, that is, the day before the opening of the Conference. In addition, the present report serves for fixing provisionally, in accordance with paragraph 1(2) of Article 20 of the Standing Orders of the Conference, the quorum necessary to give validity to the votes taken.

The table below, based on the files containing the names of the delegates and advisers and the credentials with which they have been provided or the official communications transmitted to the International Labour Office, shows the numerical composition of the Conference. It is to be noted in this regard that persons who have been nominated both as substitute delegates and as advisers, in the letters communicating the nominations, have been included among the advisers.

To date, 121 States have notified the names of the members of the delegations. With respect to one other State (Zaire), two communications have been received from different sources, each claiming to be the competent authority to appoint the delegation of that country to the Conference. Pending consideration of this question by the Credentials Committee, once it is set up, no person mentioned in these communications has been recorded as accredited to the Conference or included in the table annexed to this report.

It is to be noted that only 68 countries deposited the credentials of their delegations with the International Labour Office before 18 May 1993, that is within the 15 days' deadline before the date fixed for the opening of the Conference, in compliance with paragraph 1 of Article 26 of the Standing Orders of the Conference.

On the other hand, while the Conference and the Credentials Committee have already previously insisted on the obligation which Article 3 of the Constitution imposes on governments requiring them to send complete delegations to the Conference, two countries (Congo and Ethiopia) had only nominated Government delegates, one country (Lao People's Democratic Republic) had nominated a Workers' delegate but not an Employers' delegate and one country (Ecuador) had nominated an Employers' delegate but not a Workers' delegate.

It should be noted, finally, that in the letters or telegrams communicating their nominations, a certain number of governments have not mentioned the employers' and workers' organizations which they have consulted and with which they have come to an agreement in appointing Employers' and Workers' delegates in accordance with paragraph 5 of article 3 of the Constitution of the Organization, or have not confirmed that they will pay the travelling and subsistence expenses of their delegates and advisers in accordance with paragraph 2(a) of article 13 of the Constitution. In this regard, in order to ensure greater clarity in establishing their credentials, it would be advisable that governments use, for the nominations of delegates and advisers, the form enclosed with the letter of convocation and the Memorandum on the Conference which the Office addresses every year to member States.

Finally, I should like to urge delegates and advisers to register in person at the Information and Reception Desk, the quorum being calculated on the basis of the number of delegates registered.

Composition of the Conference, and quorum

At present 230 Government delegates, 118 Employers' delegates and 118 Workers' delegates – a total of 466 delegates – are accredited to the Conference.

There are, in addition, 619 Government advisers, 312 Employers' advisers and 366 Workers' advisers – a total of 1,297 advisers.

The total number of delegates and advisers who have been nominated in conformity with the provisions of the Constitution of the Organization to take part in the work of the Conference is 1,763.

Since one State has nominated a Workers' delegate but not an Employers' delegate and one State has nominated an Employers' delegate but not a Workers' delegate, two delegates are left out of account in the calculation of the quorum.

Since ten of the States[1] now represented are in arrears in the payment of their contributions to the Organization, those Members, under the terms of paragraph 4 of article 13 of the Constitution may not at present participate in the voting in the Conference or any of its committees. Account is therefore not taken of a further 35 delegates in calculating the quorum.

In conformity with article 17 of the Constitution of the Organization and with Article 20 of the Standing Orders of the Conference, the necessary quorum to give a vote validity will provisionally be 215.

Observers

On the invitation of the Governing Body of the International Labour Office, Bermuda, Democratic People's Republic of Korea, Oman and the Holy See have appointed observer delegations to the Conference.

Organizations and liberation movements invited

The Conference is also being attended by:

- representatives of the United Nations and some of its organs, invited by virtue of Article II, paragraph I – relating to reciprocal representation – of the Agreement between the United Nations and the International Labour Organization, which came into effect on 14 December 1946;
- representatives of specialized agencies and other official international organizations, invited in conformity with Article 2, paragraph 3(b), of the Standing Orders of the Conference;
- representatives of non-governmental international organizations with which consultative relations have been established, invited in conformity with Article 2, paragraph 3(j), of the Standing Orders of the Conference;
- representatives of other non-governmental international organizations also invited in conformity with Article 2, paragraph 3(j), of the Standing Orders of the Conference;
- representatives of liberation movements invited in conformity with Article 2, paragraph 3(k), of the Standing Orders of the Conference.

A list of these representatives is appended to the List of Delegations published as a supplement to the Provisional Record of the Conference.

Geneva, 1 June 1993

(Signed) M. VARGAS CAMPOS

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[1] Antigua and Barbuda, Dominican Republic, Guyana, Iraq, Lao People's Democratic Republic, Lebanon, Peru, Romania, Sierra Leone and Yemen.

LIST OF ACCREDITED DELEGATES AND ADVISERS

Country	Government delegates	Government advisers	Employers' delegates	Employers' advisers	Workers' delegates	Workers' advisers
Afghanistan	-	-	-	-	-	-
Albania	-	-	-	-	-	-
Algeria	1	5	1	8	1	3
Angola	1	5	1	2	1	1
Antigua and Barbuda	1	-	1	-	1	-
Argentina	2	9	1	8	1	8
Armenia	-	-	-	-	-	-
Australia	2	6	1	3	1	3
Austria	2	8	1	2	1	4
Azerbaijan	2	4	1	3	1	-
Bahamas	-	-	-	-	-	-
Bahrain	1	8	1	-	1	2
Bangladesh	-	-	-	-	-	-
Barbados	1	-	1	-	1	-
Belarus	2	1	1	4	1	4
Belgium	2	10	1	4	1	8
Belize	2	1	1	-	1	-
Benin	-	-	-	-	-	-
Bolivia	2	2	1	1	1	-
Botswana	2	2	1	-	1	-
Brazil	2	6	1	8	1	6
Bulgaria	2	3	1	1	1	6
Burkina Faso	2	2	1	2	1	2
Burundi	2	4	1	-	1	-
Cambodia	-	-	-	-	-	-
Cameroon	2	1	1	-	1	1
Canada	2	5	1	4	1	5
Cape Verde	2	-	1	-	1	-
Central African Republic	-	-	-	-	-	-
Chad	-	-	-	-	-	-
Chile	2	10	1	5	1	8
China	2	15	1	3	1	5
Colombia	2	9	1	8	1	3
Comoros	-	-	-	-	-	-
Congo	2	1	-	-	-	-
Costa Rica	2	3	1	-	1	1
Côte d'Ivoire	-	-	-	-	-	-
Croatia	2	5	1	1	1	1
Cuba	2	3	1	-	1	3
Cyprus	2	4	1	4	1	6
Czech Republic	2	8	1	6	1	7
Denmark	2	7	1	3	1	6
Djibouti	-	-	-	-	-	-
Dominica	-	-	-	-	-	-
Dominican Republic	2	3	1	5	1	4
Ecuador	2	4	1	1	-	-
Egypt	2	11	1	3	1	4
El Salvador	-	-	-	-	-	-
Equatorial Guinea	-	-	-	-	-	-
Estonia	-	-	-	-	-	-
Ethiopia	2	-	-	-	-	-
Fiji	-	-	-	-	-	-
Finland	2	5	1	5	1	5
France	2	14	1	8	1	8
Gabon	2	5	1	1	1	5
Germany	2	11	1	4	1	8
Ghana	-	-	-	-	-	-
Greece	2	15	1	6	1	7
Grenada	-	-	-	-	-	-
Guatemala	-	-	-	-	-	-
Guinea	-	-	-	-	-	-
Guinea-Bissau	-	-	-	-	-	-
Guyana	1	-	1	-	1	-
Haiti	-	-	-	-	-	-
Honduras	-	-	-	-	-	-
Hungary	2	7	1	4	1	6
Iceland	2	3	1	1	1	1
India	2	7	1	5	1	5
Indonesia	2	13	1	3	1	3
Iran, Islamic Republic of	2	10	1	3	1	7
Iraq	2	2	1	-	1	1
Ireland	2	6	1	1	1	1
Israel	2	4	1	1	1	8
Italy	2	7	1	7	1	6
Jamaica	-	-	-	-	-	-
Japan	2	16	1	6	1	8
Jordan	2	2	1	2	1	2
Kenya	2	3	1	1	1	1
Korea, Republic of	2	11	1	5	1	3
Kuwait	2	9	1	2	1	2
Kyrgyzstan	-	-	-	-	-	-
Lao People's Dem. Rep.	1	-	-	-	1	-
Latvia	1	-	1	1	1	-
Lebanon	2	4	1	2	1	4
Lesotho	2	1	1	-	1	-
Liberia	-	-	-	-	-	-
Libyan Arab Jamahiriya	-	-	-	-	-	-
Lithuania	2	-	1	-	1	-
Luxembourg	2	8	1	4	1	8
Madagascar	2	3	1	3	1	-
Malawi	2	1	1	1	1	-
Malaysia	2	10	1	2	1	5
Mali	2	2	1	1	1	1
Malta	2	3	1	2	1	2
Mauritania	2	1	1	-	1	-
Mauritius	2	2	1	-	1	1
Mexico	-	-	1	7	1	6
Republic of Moldova	1	-	1	1	1	-
Mongolia	-	-	-	-	-	-
Morocco	2	4	1	4	1	7
Mozambique	2	1	1	-	1	-
Myanmar	2	9	1	-	1	-
Namibia	2	2	1	2	1	1
Nepal	-	-	-	-	-	-
Netherlands	2	12	1	6	1	7
New Zealand	2	4	1	1	1	1
Nicaragua	2	3	1	-	1	1
Niger	2	1	1	1	1	1
Nigeria	2	5	1	4	1	4
Norway	2	6	1	4	1	4
Pakistan	2	-	1	-	1	-
Panama	2	2	1	-	1	-
Papua New Guinea	2	3	1	-	1	-
Paraguay	-	-	-	-	-	-
Peru	2	6	1	3	1	3
Philippines	2	16	1	4	1	4
Poland	2	7	1	4	1	5
Portugal	2	11	1	6	1	5
Qatar	2	4	1	-	1	-
Romania	2	4	1	5	1	7
Russian Federation	2	7	1	3	1	3
Rwanda	2	-	1	-	1	-
Saint Lucia	-	-	-	-	-	-
San Marino	2	5	1	8	1	4
Sao Tome and Principe	-	-	-	-	-	-
Saudi Arabia	2	4	1	-	1	1
Senegal	2	4	1	4	1	8
Seychelles	-	-	-	-	-	-
Sierra Leone	2	-	1	-	1	-
Slovakia	2	4	1	5	1	5
Singapore	1	3	1	1	1	3
Slovenia	2	2	1	1	1	2
Solomon Islands	-	-	-	-	-	-
Somalia	-	-	-	-	-	-
Spain	2	12	1	9	1	8
Sri Lanka	-	-	-	-	-	-
Sudan	2	8	1	1	1	3
Suriname	2	-	1	-	1	-
Swaziland	2	3	1	-	1	-
Sweden	2	6	1	4	1	5
Switzerland	2	11	1	6	1	6
Syrian Arab Republic	2	4	1	2	1	2
Tanzania, United Republic of	2	9	1	2	1	1
Thailand	2	11	1	3	1	4
The former Yugos. Rep. of Macedonia	-	-	-	-	-	-
Togo	2	1	1	-	1	1
Trinidad and Tobago	2	4	1	1	1	1
Tunisia	2	6	1	4	1	8
Turkey	2	16	1	8	1	8
Uganda	2	1	1	2	1	-
Ukraine	2	4	1	-	1	1
United Arab Emirates	2	3	1	-	1	1
United Kingdom	2	12	1	7	1	7
United States	2	16	1	6	1	8
Uruguay	2	3	1	1	1	1
Uzbekistan	-	-	-	-	-	-
Venezuela	2	3	1	8	1	8
Viet Nam	2	2	1	-	1	1
Yemen	2	4	1	2	1	1
Yugoslavia	-	-	-	-	-	-
Zaire	-	-	-	-	-	-
Zambia	2	1	1	2	1	-
Zimbabwe	-	-	-	-	-	-
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No. 6 – Friday, 4 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

7

Third sitting

Thursday, 3 June 1993, 10.15 a.m.

President: Mr. Abdel-Hak

FIRST REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original Arabic: The PRESIDENT – Before dealing with the first item on our agenda which is the first report of the Selection Committee, I should like to thank you for the work which was accomplished yesterday within the framework of the Conference. We hope that the experiments with the electronic voting system have proved useful. I give the floor to the Clerk of the Conference.

Original French: The CLERK OF THE CONFERENCE – You have mentioned the question of electronic voting and I just wanted to explain in a few words what happened yesterday evening.

As you will have seen, the first vote went well. In their enthusiasm everybody wanted to vote and to try out the little machine at the same time – those who had the right to vote and those who did not. We decided that there would be a simulation in a real situation, that is to say that even for the demonstration those without the right to vote would be unable to vote. The idea was to show that it was possible for the system to "filter" the delegates as it were. What we didn't do – for lack of experience, but we shall do this in the future – was to block the voting positions between the two votes, with the result that there was information coming from all sides which caused a blockage as regards moving on to the next vote. That is a minor point but an extremely useful one for our technicians. In the future appropriate measures will be taken to remedy this. Having said that – and I would like to insist on this point – this is an entirely new system which has been tailormade for us in a very short time: we even had to urge the company which produced this system for us to work as rapidly as possible but they said they need an additional month in order to guarantee that the system was truly operational. We wanted to see, in a realistic situation, how it would work out. Now we can make a number of minor corrections. This is inevitable when one introduces a new system but in no way calls into question the validity of the system because it has already been tested methodically in other circumstances and it is clearly a system which works very satisfactorily. So we have no fears. In any event we have the whole month of June to overcome any minor difficulties of this kind. We rely on your understanding. We are convinced that the system – "yes, no, abstention" – is operational.

Original Arabic: The PRESIDENT – We thank the Secretariat for these clarifications and now give the floor to the Chairman of the Selection Committee for presentation of the first report of that committee which appears in *Provisional Record* No. 5.

Mr. GOPALAN *(Government delegate, India; Chairman of the Selection Committee)* – I have the honour to submit to the Conference the first Report of the Selection Committee, which is contained in *Provisional Record* No. 5. This Report deals first with the election of the Officers of the Committee. As regards the discussion on the Reports of the Governing Body and Director-General, as you all know this began yesterday afternoon and the Committee had decided that the list of speakers should be closed next Thursday, 10 June at 12 noon, under the usual conditions. Then the Committee endorsed a general plan of work for the Conference committees. Although it is not binding, it will enable the committees to organize their work so as to take the maximum possible account of the overall needs and possibilities of the Conference. This plan of work is appended to this report in appendix 2.

The Selection Committee has set the date for the elections to the Governing Body for Wednesday, 9 June. There will be no other tripartite meetings on that day. As regards electronic voting, appendix 1 to the Committee's report contains a written description of the new electronic voting system which was demonstrated to you last evening. The Selection Committee invites the Conference to decide on an ad hoc basis that, unless the Officers of the Conference decide otherwise for a given question or a given sitting, the different methods of voting set out in article 19 of the Standing Orders shall be implemented in the Plenary by means of the electronic voting system. I should like to call the attention of the members of the Conference to the parts of the report concerning the quorum, punctuality and negotiations in committees, all of which are designed to ensure the smooth working of the Conference. As regards participation in Conference committees by members who have lost the right to vote, the Selection Committee recommends to the Conference that the practice followed in the past few years by Government members should be continued whereby they do not apply for regular membership of committees if they are not, at the time, entitled to vote. The Selection Committee also recommends to the Conference that should this practice for any reason not be fully respected, the calculation of weighting coefficients for votes in committees should be based on the number of regular Government members entitled to vote.

In another recommendation the Committee proposes that certain non-governmental national organizations should be invited to be represented in some of the Conference committees.

On the basis of proposals made by the Director General at the invitation of the Governing Body, the Selection Committee has decided to convene a special sitting of the Conference to consider the appendix to his Report on the situation of workers in the occupied Arab territories. It took this decision on the understanding that at that sitting speakers would confine their remarks to that appendix and that, conversely, the subject would not be discussed in the framework of the debate on the remainder of the Report. The Committee decided that the special sitting should be held in the afternoon of Thursday, 10 June. The Selection Committee recommends to the Conference to allow speakers who so wish to take the floor both on the general report and during the special sitting, it being understood that the subject to be discussed in that sitting would not be discussed in the debate on the remainder of the report. In view of the large number of speakers who will probably wish to take the floor at the special sitting, it is likely that a shorter time limit for speeches will be necessary. The Selection Committee has accordingly decided that the list of speakers for the special sitting will be closed at 12 noon on Tuesday, 8 June, so as to enable the President to submit to the Conference a proposal for a time limit for speeches at the special sitting. The Selection Committee also noted that the Director-General intended to devote a part of his comprehensive reply to the discussion of his Report to drawing lessons from the special sitting.

The Selection Committee has also decided that the following committees should not meet at the same time as the special sitting: the Finance Committee, the Resolutions Committee and the Committee on Apartheid.

The Selection Committee also refers to the Conference a proposal by the Governing Body in the form of a draft resolution concerning the minimum timetable for the Eighth African Regional Conference.

The officers of the Committee have made proposals regarding the appointment of the Credentials Committee and have also made recommendations to the Conference concerning the composition of the Drafting Committee of the Conference. The officers of the Committee also recommend that the Conference invite an intergovernmental organization, namely the Regional Organization for the Protection of the Marine Environment, to be represented at the 80th Session of the Conference.

Finally, the officers of the Committee recommend that the Conference approve a number of changes in the composition of committees. These are listed in appendix 3. The full list of the composition of committees is given in appendix 4, which takes account of these changes.

I commend the report to the Conference for adoption.

Original Arabic: The **PRESIDENT** – Thank you Chairman of the Selection Committee and the members of that Committee. Are there any comments or objections which anyone wishes to make? If not I shall consider that the report is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Arabic: The **PRESIDENT** – We now move on to the next item of the agenda, that is the discussion of the Reports of the Governing Body and the Director-General.

Mr. **MASINDE** *(Minister for Labour, Kenya)* – On behalf of the Kenya delegation, please allow me to take this opportunity to congratulate the President and the other officers of the Conference on their well-deserved election to guide the deliberations of the 80th Session of the International Labour Conference.

My delegation has noted that the Report of the Director-General to the Conference consists of two parts. In Part I the Director-General has covered in great detail the central theme for this year's session of the Conference, that is the development of systems of social security and social protection in the member States, highlighting the future development of these systems, the problems facing health care programmes, and the question of social protection against various social contingencies in the light of the adverse economic circumstances in recent years. Part II contains an account of ILO activities in 1992 as well as information concerning the programme and budget proposals for the 1994-95 biennium.

Speaking generally, the Kenya delegation notes with satisfaction that the question of social security has always been foremost among the concerns of the International Labour Organization, as evidenced by the adoption of the various standards aimed at the protection of certain categories of workers against specific contingencies such as maternity, industrial accidents, occupational diseases, sickness, invalidity, death of the breadwinner and unemployment. Such standards include the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Old-Age Insurance (Agriculture) Convention, 1933 (No. 36). Further standard-setting work by the International Labour Organization in this field focused on a broader global concept of social security measures to provide basic income to all in need of such protection, as well as comprehensive medical care.

It is my delegation's view that the adoption of the Social Security (Minimum Standards) Convention, 1952 (No. 102), marked a turning point in the history of social security, in the sense that it introduced the concept of the general minimum standards of social security which member States must aim at reaching.

In the case of Kenya, social security as an institutionalised scheme was not mooted until the late the 1950s when the then colonial government sought to introduce some social security protection for African workers, since most of them were not covered by the existing pension schemes. This objective, however, was not realized until the independent Kenya Government declared its socio-economic policy of providing social protection to its working population.

Despite financial and manpower constraints and high population growth, the emergent Government made concrete recommendations to establish a provident fund as a basis upon which a pension scheme would later be developed. Thus, the National Social Security Fund, which is a compulsory savings scheme for workers, was established by an Act of Parliament in 1965. The Fund provides for old age, invalidity and survivors' benefits for persons who are protected under it on a compulsory contribution basis (not including civil servants, university employees and local authorities who have their own pension schemes). Under the National Social Security Fund Act, which provides for old-age benefit in the form of a lump-sum payment, the class of persons protected comprises all adult wage earners residing in Kenya, excluding public servants, public university employees, local authorities, members of the armed forces, national youth service and temporary residents whose residence does not exceed three years.

All employers in Kenya with five or more employees are required by law to contribute to the Fund. As at 31 December 1992, the Fund had about 21,315 contributing employers and covered nearly 2 million members. With effect from January 1988, the National Social Security Fund became a parastatal body with autonomous powers. It is presently managed by a Board of Trustees consisting of representatives from the Government, the Federation of Kenya Employers and the Central Organization of Trade Unions.

Owing to our level of economic development, we are unable to introduce payment of unemployment family benefits; moreover, other benefits can only be paid with some modifications. However, proposals for the possible conversion of the National Social Security Fund into a pension scheme, with a view to providing enhanced benefits to members, are under consideration. In this respect, the National Social Security Fund has undertaken a study with technical assistance from the UNDP and the ILO, whose primary objective is to strengthen the administrative capabilities of the Fund, and also to prepare for its future conversion into a pension scheme.

Apart from these measures, there is also the need of addressing the broader issue of the social dimension of adjustment with a view to the possible inclusion of social security considerations in all structural reforms. Given the complexity of the subject, there is an urgent need for well-trained officers to handle this process. We shall therefore continue to seek ILO technical assistance for building a national capacity in designing and implementing social policy and poverty alleviation programmes. This might require a more integrated approach to intervention in the social sector and for the development and maintenance of a long-term social protection programme for which the necessary institutional capacity would need to be developed.

My delegation notes with appreciation that three technical items are scheduled for discussion during this session of the Conference, namely the prevention of major industrial accidents, part-time work, and the role of the International Labour Organization in technical cooperation.

While my delegation looks forward to benefiting from the final conclusions and recommendations emanating from these discussions, we would like to make a few remarks regarding the item on the role of the International Labour Organization in technical cooperation. The review of this item is particularly timely, especially when one considers that technical cooperation is a major means of action for the attainment of the objectives of this Organization. The last comprehensive review on the subject took place in 1987, when the Conference adopted a resolution concerning the role of the International Labour Organization in technical cooperation. My delegation recalls that the said resolution confirmed several principles, including the need for ILO technical cooperation to be carried out in accordance with the developmental needs and priorities of developing countries and the objectives of the ILO; the need to increase national capabilities and self-reliance and to promote sustainable development; and the need for a greater measure of concentration based on the comparative advantage of the ILO, its tripartite structure and its mandate.

It should also be recalled that in recent years technical cooperation programmes have undergone fundamental changes, and hence my delegation feels that the present review will ensure that future directions of such technical cooperation will effectively respond to the new perceptions and developments occurring within the donor community and beneficiary countries. Such a review will also be necessary in view of the ILO's new active participation policy, the purpose of which is to bring the Organization closer to its constituents and enable it to respond better to their priorities and needs, thereby enhancing the Organization's relevance to its constituents.

I would also like to remark here that the fundamental purposes of the ILO as defined in its Constitution embrace a wide range of issues, including the promotion of social justice and the contribution to a lasting peace, and the right of all human beings to pursue both their material well-being and intellectual development. It is in this respect that my delegation would like to take this opportunity to remind this august Conference that the ILO has a continuing responsibility to focus serious attention on its objectives and criteria of policy, irrespective of political considerations.

Finally, the Kenya delegation warmly welcomes the Czech Republic and the Republics of Slovenia, Moldova, Croatia, Kazakhstan, Uzbekistan, Armenia and Slovakia, which have joined the ILO family since June 1992. Their decision to join the ILO has made this Organization more universal, and this will significantly contribute to its noble ideals and objectives.

The CLERK OF THE CONFERENCE – There seems to be some uncertainty concerning the closure of the list of speakers for the special session which was announced by the Chairman of the Selection Committee for Thursday, 10 June, at 3.00 p.m. The closing date for the list of speakers for that special session is in fact Tuesday, 8 June, 6.00 p.m., as indicated in the report of the Selection Committee.

Original Korean: Mr. PARK *(Workers' delegate, Republic of Korea)* – On behalf of the workers of the Republic of Korea, I should like to extend my heartfelt congratulations to the President on his unanimous election to the chair of the 80th Session of the International Labour Conference. We are confident that under his wise and able leadership the debates of the Conference on the important issues of this year's agenda will prove constructive and achieve fruitful results.

Above all, I should like to thank the Director-General for his valuable Report to the Conference, particularly Part I relating to the important subject of social insurance and social protection. He deserves our special appreciation for seeking through the Report to alert all nations of the world to the current situation and the future path to be followed.

The Report sheds light on the developmental history and the current trends and problems of social insurance and social protection, and it gives me great satisfaction to be able to take part in the discussion of such a timely and significant theme. As the Report points out, the establishment and development of systems of social insurance, social security and social protection have been among the central features of social development in the twentieth century, designed to ensure social integration and the elimination of starvation and poverty. Nevertheless, while the industrialized countries are at present seeking to cut funds for social development schemes because of the adverse effect on economic growth of the sizable expenditure involved, the developing countries, following the example of the developed countries, seem inclined to reduce the development speed of social protection schemes and to reconsider the introduction of new systems.

In today's world of competition among nations in the area of development, it should be noted that the Republic of Korea has learned a valuable lesson from the social friction that arose mainly as a result of the imbalance between economic development and social development. During the 1960s and the following two decades, the Republic of Korea invested all of its energies in national economic development. As a result, we achieved a very high rate of economic growth each year, so that the Republic of Korea's economic development is now regarded as being close to the threshold of that of a developed country. However, the welfare of the workers, who made a great contribution to the process of economic growth, and the systems of social protection lagged considerably behind since the Minimum Wage Law and the National Pension Law were only introduced in the late 1980s. Such unbalanced development eventually fuelled discontent among the working class, resulting in an outbreak of unprecedented labour unrest in 1987.

However, President Kim Young-Sam's civilian Government has now assumed office in the Republic of Korea 32 years after the military coup of 1960, and has committed itself to better-balanced comprehensive development in order to heal the wounds of the past by obliterating the legacies of the ill-planned policies of the former authoritarian and economic-growth-oriented regimes. We therefore anticipate considerable benefits from the present Government's remedial measures in the field of social development.

We believe that the ILO, through its guidance and the role assigned to it, can help the new Government of the Republic of Korea to actively implement the reform policies in this field, since it is incumbent on a member State of the ILO to abide by the Constitution of the ILO, to ratify the Conventions and to improve its systems in accordance with ILO standards. We agree with the Director-General of the ILO that "better governance can create the necessary confidence in social arrangements", a view of particular relevance to the new Government of the Republic of Korea.

At the same time, we must continue to address the question of distribution of wealth, not only within countries, but in the global village. The fact is that even developed countries are at present facing serious difficulties in maintaining or enlarging the system of social protection. In the worst case, we have countries with a large proportion of the population living below the poverty line, whose national priority consists in escaping from poverty rather than in setting up social protection systems. It is no exaggeration to say that the developed countries have blocked the exit from poverty for the developing countries, as they primarily seek to protect their national interests by reinforcing protectionist trade barriers, by their reluctance to transfer technology to the developing countries and by exerting pressure for the payment of foreign debts.

Although the world has emerged from the era of political tension, these changes have been accompanied by an upsurge in economic nationalism and a trend towards regional economic groupings. The staggering of the GATT multinational trade negotiations has highlighted the sharp conflict of interests among nations. Against such an undesirable background of emerging national individualism, who can be fully confident that totalitarianism will have disappeared from the earth in the twenty-first century?

We believe that a system of social protection based on social justice is a prerequisite for the balanced development of the global family of countries of North and South, with the ultimate aim of ensuring the welfare of mankind and justice in the world. In this connection, this year's general discussion subject, "the role of the ILO in technical cooperation", will provide us with guidelines for the future and new approaches, and will pave the way for more active involvement by the developed countries in ILO programmes.

I should like to take this opportunity to express our sincere gratitude to the ILO Committee on Freedom of Association and to international trade union organizations for their concern and advice regarding the security of trade union rights in the Republic of Korea. A look at the history of Korean labour law shows that such legislation was frequently subject to unilateral revision by whatever government was in power without any participation or involvement of workers in the process of law-making. It cannot be denied, however, that working conditions such as wages, working hours, working environment and so forth have been gradually improved, although there has plainly been a certain degree of restriction and control on trade union rights in respect of freedom of association. Accordingly, workers and trade unions have consistently worked for the improvement of national labour law. A welcome development has been the establishment, on the initiative of the Korean Government, of the Labour Related Law Review Commission in which representatives of workers, employers and public utilities participate. This Commission was established in April 1992 to produce a draft proposal for the revision of labour law in the light of international labour standards and on the basis of tripartite consultation and consensus. The draft proposal will subsequently be submitted to the National Assembly for endorsement. As a partner in this tripartite consultation process, my organization, the Federation of Korean Trade Unions, will do its utmost to ensure that the new labour law complies with internationally recognized standards.

In conclusion, may I say that we are looking forward to a fruitful round of discussions. I am confident that at the end of the Conference we shall be richer in knowledge and ideas for the better social protection of mankind.

Mr FOKEER *(Minister of Labour and Industrial Relations, Mauritius)* – Very warm and sincere greetings to the President and to the other delegates of this august assembly from the people and the Government of Mauritius. May I also join the previous speakers and extend my congratulations to the President on his unanimous election to preside over the proceedings of the 80th Session of the International Labour Conference. I can assure him of the full cooperation of my delegation and I am confident that under his able leadership and with the support of the Vice Presidents, to whom I also extend my warm congratulations on their election, the debate and discussions on the various items on the agenda will come to fruition.

This Conference, which annually holds out the promise for a better tomorrow for the world of work, is taking place in a very particular context when the contours of a "new international economic order" are still being sketched with the European Single Market, the formation of mega trading blocks and the imminent conclusion of the GATT negotiations. This economic globalization, however, is reducing the world into an arena where competitiveness remains the sole test for survival and developing nations find themselves on a tightrope of unpopular economic reforms.

The quest for every member State to achieve higher living standards therefore becomes more and more urgent and at the same time a no less daunting challenge. Geographical and climatic setbacks place additional constraints and limit whatever options are available. In many cases, regional conflicts and other upheavals fuelled by ethnic tensions or nationalist extremism cast a shadow of gloom to make the horizon more morose and uncertain. It is therefore not surprising to find a vast majority of countries chronically facing severe problems, with economic growth lagging behind the expanding population. All these perpetual conflicts attract world attention and mobilize a lot of resources which could have been reallocated for better civilian use to improve conditions of life generally and working conditions in particular.

The twin problems of employment and poverty remain serious in many parts of the world. Employment, which is the first component of social protection, can hardly accommodate the large proportion of jobseekers. Declining per capita income is bound to lead to frustration and hardship among large numbers of people and many countries now perceive the employment situation as a security problem and, as rightly stated in the Declaration of Philadelphia, it constitutes a danger to prosperity everywhere. The lingering crisis in the industrialized countries is having adverse effects on the developing countries. It is therefore highly desirable that a concerted solution be devised in favour of an economic upswing which would take off the pressure and provide the developing countries with the necessary confidence to master their social problems.

The dramatic end of the Cold War has ushered in a new era of democratization in politics with liberalization in economic and social affairs. This democratization process currently under way in various parts of the world knows no parallel in history.

The dilution of ideologies has led dozens of populations to aspire to political freedom and economic progress. This process is also stimulated by a change in approach by international organizations, which demand the fulfilment of certain criteria, such as the respect of basic human rights and better forms of democratic governance as preconditions for assistance. International efforts for the promotion of more democratic forms should therefore continue unabated for we, in my country, believe that democracy and freedom are the essential ingredients for human development.

Indeed, we take pride in believing that if we have managed to weather the storm and stay clear of global recession the reason is essentially our total commitment to democratic values and ideals, to the respect for human rights and to the rule of law. This democratic culture has enabled us to live in peace and tolerance, to enable entrepreneurs to thrive and to provide the workforce with a dignity they deserve.

Thus, from a single crop economy, Mauritius has managed to implement strategies aimed at investment promotion, infrastructural development and industrialization. Hence, we have succeeded in resolving our unemployment problem and we are now well placed to face future challenges with a reasonably well diversified and export-oriented economy with four main engines of growth, namely agriculture, manufacturing, tourism and services. We shall press ahead with the same will to improve continuously our development for the continued happiness of our population.

At the 73rd Session of the Conference in 1987, while examining the role of the ILO in technical cooperation, the Conference adopted a resolution calling for the active participation of the population with a view to enhancing the impact of development efforts. We are faithful to this principle in our strategy to ensure that the various sectors of our society contribute to the development process and fully share the benefits gained from development. The inclusion of an item entitled *The role of the ILO in technical cooperation* on the agenda of this session of the Conference at a time of economic structuring heralds a new lease of hope for the promotion of those basic ILO principles that are so important for the achievement of social improvements.

At a time when the implementation of structural adjustment programmes may undermine fundamental human rights and when the temptation is great to roll back social standards to cut down labour costs, the International Labour Organization has again very rightly signalled its intention to stand by its constituents by taking up the cause of technical cooperation. The contribution of the ILO in promoting social policy, social protection objectives and training programmes within its central mandate is extensively recognized. One must not at this stage forget the crucial role being played by the ILO in the fight against apartheid through the monitoring of the implementation of sanctions, with special attention to the steps taken to circumvent such measures.

The response of the ILO some ten years ago in presenting palatable solutions to the changes prescribed by international institutions concerning the structural pattern of our economy has largely contributed to our industrial development and economic expansion. Our Master Plan on Education, designed essentially to provide appropriate linkage between secondary schools and the world of work, bears the hallmark of technical cooperation. The Workers' Education Programme, benefiting from ILO assistance, has already completed its first phase under which more than 1,000 workers' representatives were trained in workshops. We can only plead – and I am sure that this is also the wish of the other delegates – that the ILO continues to provide integrated and comprehensive programmes responding to national needs and priorities.

Indeed, I should mention here that the ILO should make a special effort to motivate workers' representatives to adapt themselves to the new economic environment and its impact on society and on the workforce in particular. In my own country the Government has been striving towards improved relations among the social partners and the employers are following suit, even if the main reason is strictly one of labour. My Government is giving special attention to the trade union movement in forthcoming programmes to enable it to play a more effective role and the ILO should, I feel, be more aggressive in this area.

New technologies have not only brought increasing productivity but have also exposed workers to hazardous working conditions; the sequence of major industrial accidents throughout the world has become a matter of international concern. The inclusion of an item on the prevention of major industrial accidents, for a second discussion at this session, confirms the ILO's increasing attention to contain the causative factors of industrial accidents at source. The adoption of an appropriate labour instrument will, we hope, provide a systematic mechanism to prevent accidents and to mitigate the consequences of an accident, should one occur. I once again reiterate my Government's commitment to protecting the working environment to ensure a sound and sustainable development. Our commitment has clearly been expressed in our development plan which lays stress on the symbolic nature of the interaction between society and its environment, even if the level of physical pollution in Mauritius is not yet alarming.

The inclusion on the agenda of an item on part-time work is a welcome initiative as this is an issue of topical interest and great relevance to developing and industrialized nations. Part-time work is an adaptable instrument which has the merit of being able to accommodate both situations of full employment and of unemployment. On the one hand it promotes flexibility of the labour market in times of full employment by opening the way for part-timers to join the ranks of the employed, especially those unable or unwilling for domestic or social reasons to work full time. On the other hand, in depressed times it favours a sharing of employment opportunities and provides a good example of solidarity.

New methods of production also lead to the adoption of non-conventional working time arrangements to suit operational requirements. In this context, part-time work has emerged as a means of reconciling the needs and preferences of workers with operational flexibility. The concern of the ILO illustrates the pressing need for a legal framework to protect the virtues of part-time work and prevent it from sliding into a precarious form of employment. In our own case some legal constraints do not allow us to make a large-scale use of part-time work. The debate has started and the system needs to be reviewed.

(The speaker continues in French.)

Faithful to our tradition of bilingualism I should like to conclude in French by reminding all the participants of this august assembly that Mauritius will have the honour of hosting the Eighth African Regional Conference in 1994 in the best touristic region of the country. This very agreeable setting will be an opportunity to join business with pleasure and to get to know a country which has the modest ambition of becoming a showcase for this part of the world, in parliamentary democracy terms and as regards the respect of human rights, the freedom of the press and peaceful coexistence in rich cultural diversity. We sincerely hope that our welcome and hospitality will live up to your expectations and throughout the Conference we hope to be able to show you a new dimension of our determination to open up new vistas for collaboration in Africa.

Mr. TAMRAKAR *(Minister of State for Labour and Industry, Nepal)* – The Nepalese delegation joins the preceding speakers in extending its warmest congratulations to the President on his unanimous election and also to the other Officers of the Conference on their election. We are fully confident that under his competent and experienced guidance the deliberations of this Session will smoothly proceed to a successful conclusion.

We express our heartfelt congratulations to Mr. Michel Hansenne, the Director-General of the International Labour Office, on his unanimous re-election and will give our full support to his every endeavour in the future.

My delegation is wholeheartedly contented with the Reports of the Director-General and the Governing Body which have dealt with a burning problem and a vital issue of this modern time. We are looking forward to a constructive debate on this issue. Concerning the issue of the prevention of industrial disasters, my delegation feels that the life of a person is so precious that priority should be given to ensuring its safety at work and preventing industrial disasters.

The topic of part-time work assumes considerable importance in modern industrialized societies. We feel that the development of part-time work could affect the promotion of employment opportunities and efforts should be made to protect such employment through legislation.

We believe that democracy and development are interdependent and are in fact two sides of the same coin. The benefits of development cannot trickle down to the common mass unless we have a democratic government accountable to the people.

The elected Government in Nepal has initiated a series of fundamental policy reforms to create a congenial environment for growth and development. The current moves towards liberalization, privatization and the relaxation of government control through policy initiatives are some of the major steps taken in this direction. These attempts are expected to increase the competitiveness, efficiency and the productivity of the economy, which will further promote social and economic justice through growth in productivity and employment. Furthermore, the Right Honourable Mr. Girija Prasad Koirala, who was the first labour leader 50 years ago, has now become the Prime Minister and led the May Day rally this year.

The present Government is formally committed to the welfare and prosperity of the labour force. The Government also sincerely recognizes the importance of labour in the production process and its contribution to the growth of national output. We are very much aware of the fact that peace cannot exist in any part of the world where there are vast differences in the distribution of income and wealth. Experience in many developing countries has shown that the rising gulf between the haves and the have-nots poses a threat to society. Therefore due attention in this direction is needed and the proper emphasis should be placed on this subject by both industrialized and developing countries.

We are quite aware that three different actors involved in development are participating in this august forum. With the establishment of a democratic system, tripartism has been introduced. Collective bargaining is used to resolve industrial disputes. This process has helped promote good industrial relations between the workers and the employers. Cooperation and coordination among these actors should bear fruit in the task of nation-building.

Nepal has advocated policies aimed at safeguarding human rights, freedom and equality. In this context we hold in high esteem the values of human dignity, social justice and a more equitable distribution of income. To accomplish these objectives particularly in the context of the labour sector we have enacted the Trade Union Act 1992 and amended and revised the Foreign Employment Act 1985 and Bonus Act 1974. We are now in the process of finalizing this legislation. We believe that these laws and regulations will improve workers' welfare, safeguard their rights, increase productivity and maintain industrial peace and harmony.

Nepal is one of the least developed countries in the world and faces various kinds of socio-economic problems. Above all we need economic growth, and industrialization, employment and the eradication of poverty. For this, the Government has undertaken various policy incentives, including liberalization, privatization, structural adjustment programmes and foreign investment. We hope that these measures will aid the further industrialization of the country. Particular attention has been given to the implementation of legislation aimed at providing equality of opportunity and treatment for women workers.

We are very concerned about the abuse of child labour. Due to various socio-economic reasons, this phenomenon is common in developing countries. Though we are committed to the elimination of such abuse, our delegation feels that there is a need for concrete programmes to eradicate the social and economic problems.

However, we feel that a lot remains to be done in terms of addressing the problems of the labour force, particularly in developing countries. In our part of the world, the educational infrastructure is extremely poor and vocational training is inadequate, which leads to a gap between the market needs and the quality of the labour force. The role of the ILO in this regard is very important for the development of manpower. More emphasis should be placed on launching vocational skill development programmes in both qualitative and quantitative terms.

My delegation would like to draw the attention of the distinguished delegates to the issue of international migration. It can be seen that in the industrialized and fast-growing economies there seems to be a shortage of manpower, both skilled and unskilled. Positive initiatives are required to regulate and channel the flow of labour and ensure that appropriate measures are taken.

My delegation would like to reiterate that Nepal, being a least developed country, needs special assistance to accelerate its pace of development. However the resources so far allocated to our country are too meagre to meet our needs. We need increased financial and technical assistance from the various international organizations to accelerate our development efforts.

May I recall that at the 79th Session of the International Labour Conference my delegation expressed the need for an ILO area office in Nepal. I hope our request will receive a favourable response.

Having said all this, we must add that the twenty-first century is only seven years away. There is a lot that we can do together to stabilize democracy and thus promote industrial development and the development of mankind as a whole. We cannot afford to remain complacent about the need to build nations. I do not see any reason why we cannot achieve this objective together before the end of the present century, if there is genuine will and commitment. We must not fail in our responsibility to pass on our heritage to the next generation.

Original Russian: Mr. MELIKIAN *(Minister of Labour, Russian Federation)* – First and foremost, please permit me to congratulate the President on his election to this high post and to wish him every success in chairing this session of the Conference.

We believe the subject of the Director-General's Report, *Social insurance and social protection*, is most topical. The Report's consideration of how social insurance systems evolve, its sharing of various countries' experience in the matter and its analysis of possible ways of tackling problems in this sphere are beyond any doubt of great interest and will be extremely useful in formulating and developing national social insurance and social protection systems in the member countries of the ILO.

In Russia, which is now undergoing radical social, economic and political transformations, there has never been any doubt about the difficulty involved in reforming the former Soviet system. The real cost of this reform, especially in the social sphere, has however turned out significantly higher than what could have been foreseen when the process began. Social assistance, social insurance and social protection are therefore all the more topical for us.

In our country, as in many other formerly socialist countries, in some respects the social insurance and social protection system was quite developed. But many of its elements were based on a different economic system, and they have required fundamental changes in the new circumstances. A number of important programmes, including unemployment insurance and health insurance, had to be completely rebuilt from square one.

These questions are also highly topical for our country because the population's real income has recently dropped dramatically. In the last year and five months, consumer prices have increased nearly 80 times, while average wages increased much more slowly. In real terms they have dropped markedly. At the same time differences between workers' wage levels have grown rapidly. Before the reforms, the ratio between the 10 per cent highest remunerations and the 10 per cent lowest was 4:5 to 5:1, while now it has reached 20:1.

A large part of the population has thus found itself well below the poverty line. Attempts to balance the state budget by reducing expenditure have had a negative effect on subsidized sectors in our country, with repercussions for workers' wages in these sectors. Ironically, many teachers', doctors', performers' and scientists' families have been among those requiring social assistance. In recent months the situation has improved somewhat. But increased subsidizing of these sectors adds to the budget deficit and has an adverse impact on inflation.

Social insurance and social protection are of growing importance to countries such as Russia because of the widescale economic restructuring going on and the conversion of enterprises in the military-industrial complex. During this process a significant increase in unemployment and bankruptcies of unprofitable enterprises is to be expected. Last year it did not occur because the State extended a great deal of credit to such enterprises.

As a result, massive plant closings, unemployment and an even worse drop in production levels were avoided. On the other hand, restructuring was slowed and there was high inflation. We now believe that a balance must be struck in assisting these enterprises. Here more than anywhere we must avoid extremes and find a happy medium. Unemployment levels must be considered one of the essential factors defining how tough monetary and credit policies can be. I am firmly convinced that because of a number of specific circumstances, the Russian reforms and incipient Russian democracy are doomed if there is an excessively high level of unemployment. But carrying on last year's policy is not the answer either. Moving the reforms ahead effectively will lead to greater unemployment, and this requires an enhanced social insurance and social protection system.

We have, albeit with some problems, endeavoured to develop a coherent system of social partnership, such as the one on which the ILO's activity is based. A general agreement has been concluded between the Government, the trade unions and employers, and collective wage agreements have been concluded at the sectoral and regional levels. It is too early to say whether the social partnership mechanism is entirely effective. But the three parties do in most cases try to cooperate. And the fact that, despite the complications of the situation, last year and this year most labour disputes have been settled at the bargaining table demonstrates that the system of social partnership is gathering strength.

The old trade unions, which previously had acted like semi-official structures, have been essentially transformed and new trade union associations have appeared and are developing. The State is trying to assist in the development of the trade union movement. We believe that a strong trade union is not an enemy of the Government, but rather a responsible and serious partner which in its work is concerned not only about short-term gains but also about the future of the enterprise, the sector and the economy as a whole, i.e. that a strong trade union is concerned about the future, and about the workers themselves.

We are counting on the active participation of our trade unions in ILO activities and hope that the ILO will provide appropriate support for our social partners. Our employers' organizations too are becoming much more active.

While we consider social insurance and social protection as one of the most important elements of social policy, at the same time we understand that conventional measures in this field do not encompass every aspect of protecting and assisting our people. It is extremely important that the State help people help themselves, by doing whatever it can to foster the development of self-employment, small businesses and entrepreneurship, and by enhancing skills and vocational know-how. Last year, unfortunately, many of these aspects were not actively supported by the Government. We now give them a great deal more importance, considering them a means of social protection and at the same time a factor for the accelerated development and growth of a market economy. There are a number of projects being considered in this field, including with the World Bank. And it is our hope that the ILO too will offer its collaboration on these questions in the future.

We greatly appreciate the ILO's work and its efforts to provide more effective cooperation to member States as they tackle problems in the social and labour sphere. We welcome the Director-General's efforts to bring the ILO's activities closer to the real needs of member States by implementing a policy of "active partnership" and by placing emphasis on regional ILO activities. At the same time, we believe that the Office and the Governing Body should genuinely monitor this decentralization and the activities of the multidisciplinary teams so that the balance of responsibility is not disturbed between the headquarters, which takes policy decisions and distributes financial resources, and the regions.

We welcome the Director-General's intention to broaden the Office's cooperation with the countries of Central and Eastern Europe, including Russia, as they implement economic reforms, with a view to easing the transition to a market economy, creating employment, assisting with the further training of supervisory staff, perfecting the industrial relations systems and strengthening social protection in accordance with ILO standards.

We are counting on greater cooperation between Russia and the ILO as regards all three social partners: the Government, workers and employers. To ensure the best possible relations with the ILO we have proposed a comprehensive approach, which provides for an agreed programme of coordination for all ILO-Russian Ministry of Labour projects. It is our hope that given the limited resources of both the Organization and our Government, this will make it possible in practice to focus on those problems of social development in our country which are of the highest priority.

In conclusion, I would like to express the wish and the hope that in our changing world the ILO will be successful in striking a balance between keeping to the tradition of the Organization and adapting its strategy, structure and mechanisms as needed.

Original Portuguese: Mr. FRANCO *(Employers' delegate, Brazil)* – I should first of all like to congratulate the President on his election to the Chair of this august assembly.

It is a particular source of pride for me to transmit to this important Conference the message of the National Confederation of Industry of Brazil – which I have the honour of presiding over – to the workers, employers and government representatives of the world who are meeting here at this 80th Session of the International Labour Conference.

The year 1993 has been a year of major change in Brazil. Constant political tensions resulting from a very new democratic coexistence and continuing economic difficulties, which have not been resolved by either orthodox or unorthodox plans of action, have led to a process of maturing amongst the various political and social groups. The relations between workers and employers are characterized by a deepening of dialogue and collective bargaining.

The Government of President Itamar Franco, in line with a policy of indisputable austerity, is marked by clear realism in the economic sphere, an opening up of an ongoing dialogue on political issues and an evident concern for social problems, especially those of the poorest classes of the population. This strategy has produced some encouraging results.

From the economic point of view, the Brazilian entrepreneurs are gradually regaining confidence in the future. New investments and an opening up of new opportunities for work already indicate the direction toward restored growth.

In the social sphere, the calm attitude of the Ministry of Labour, under the able leadership of Minister Walter Barelli, is having a positive influence on other Government departments and on business circles, with a view to achieving economic development and resolving our inflationary crisis whilst maintaining the level of employment and protecting the purchasing power of the working classes.

At the political level, President Itamar Franco, modestly but with determination, is succeeding in motivating the various groups and parties represented in the National Congress to unite their efforts to overcome the difficulties of the country, which in turn is facilitating the approval by Parliament and implementation by the Government of structural adjustment measures which are crucial to the modernization of the Brazilian economy, such as port reform, the introduction of new legislation on industrial property and an acceleration of the privatization process.

In this message to the participants at this session of the Conference, I cannot fail to note and express the appreciation of Brazilian employers for the continuing support received from the ILO through its office in Brazil, and for the assistance provided by the Employers' Technical Cooperation section in Geneva, as well as the help they have given to the vocational training services, SENAI and SENAC, which are funded and administered by the employers.

Together with the ILO office in Brazil, we organized last March a national seminar on freedom of association and collective labour contracts which made a favourable impact in business circles.

Together with the Employers' Technical Cooperation section, we continue to carry out an annual programme of regional seminars for employers, which has also benefited from assistance from the ILO office in Lima. The subject of these seminars – social security – has aroused considerable interest among leading entrepreneurs. In 1992, we organized two such seminars in Vitória and in Florianópolis, events which we hope to repeat this year in the northern region, with meetings in Belém de Pará and Manaus.

We would also like to point out that the National Confederation of Industry is devoting special attention at the present time to the preparation of the Sixth Meeting of the Presidents of Ibero-American Employers' Organizations, which will take place in Salvador, Bahia, in the month of July of this year, simultaneously with the Ibero-American Summit of Heads of State and Government.

This meeting of entrepreneurs which, under the patronage of the International Labour Organization and the Association of Cooperation of Entrepreneurs of Europe and Latin America, is organized annually and has been very successful in consolidating private initiative in the American continent and in drawing the attention of governments, both in our region as well as in Europe, to international cooperation measures which are necessary in the interests of economic and social progress in Latin America.

At the meeting in Salvador, we hope to formulate specific proposals on vocational training, social development and privatization in Latin America, which will contribute to the adoption of programmes of action in those spheres by the Ibero-American Conference. The confirmed presence of the Director-General of the ILO, Mr. Michel Hansenne, and the Secretary-General of the Organization of American States, Ambassador Baena Soares, will make a valuable contribution to the drawing up of these proposals.

In the last few years, the growth of poverty, even abject poverty, seems to have been more rapid than the creation and distribution of wealth. The reversal of this perverse situation is imperative in the light of the permanent threat it poses to peace.

It would be appropriate here to recall the words of Pope Paul VI, when he stated that development is the new name for peace.

Business, because of its social function in relation to the creation of jobs, technological progress and the production of vital goods indispensable for life, has an important role to play in such adverse economic circumstances.

I shall not fail to take advantage of this opportunity to express before this august Assembly the feelings held at present by Brazilian employers in particular and perhaps by the entrepreneurial class in Latin America as a whole. This feeling can be summed up in two words – hope and optimism.

The setbacks of the last few years have convinced us that our future depends substantially on our own creative capacity because, despite all the difficulties – both internal and external – Brazil and Latin America are economically viable, and it is for the entrepreneurial classes to take up the role of providing the driving force for development.

We are aware of the fact that we shall not solve our problems without much hard work and major efforts to improve the quality of our products and by seeking to be truly competitive. This will be possible only if we share the fruits of our progress with the working classes, by investing in their vocational training and by setting up development programmes and projects to eradicate poverty and health and social programmes to improve the quality of life and well-being of all. We are also aware of the fact that we can expect no miracles from the State nor from the developed countries, which themselves are facing serious internal problems compounded by the pressure from the emerging democracies of Eastern Europe. We recognize the fact that the workers appear to share our feelings on these matters and that we can mutually help each other.

On the other hand, what we do hope for from the international community and the bodies of the United Nations family, including the ILO itself, is a legal framework which will ensure the free access of our products and services to international markets, as we simultaneously open up our markets to our competitors and their products.

This legal framework presupposes that the standards governing international trade, both those set up by bodies of the United Nations family as well as those emanating from certain countries or groups of developed countries, are absolutely neutral from the point of view of their influence on the free circulation of goods.

The resources allocated to international technical cooperation will be to no avail if the national economies of our continents continue to drain themselves by establishing and working within the framework of disadvantageous trading conditions, and if access to international markets continues to suffer from protectionist measures.

I had the opportunity of referring, at the United Nations Conference on Environment and Development at Rio de Janeiro last year, to something which I wish to reaffirm, namely that sustainable development depends on cooperation by all nations and on a relinquishing of all forms of egoism, and this means first and foremost the establishment of a more equitable international order. I hope that the Conference will adopt conclusions which reflect these ideals.

My organization is deeply dedicated to the modernization of the structure of the ILO. At the session in 1979 we supported the resolution on employment, believing that the best form of creating jobs is to create enterprises.

And during this session of the Conference, we shall pay great attention to the transformations which are absolutely essential here in the ILO if we are to find ourselves in a more positive situation in the present economic circumstances.

Mr. HARRIS *(representative of Education International)* – As the representative of the first international workers' organization to address this session of the Conference, may I say that we warmly welcome the election of a person with the President's standing and experience in the trade union movement, and we express our sincere congratulations.

Education International was formed in January this year by the amalgamation of two organizations which had long enjoyed relations with the ILO. With nearly 20 million members in 120 countries, the new organization is one of the largest International Trade Secretariats associated with the ICFTU, and is growing rapidly.

May I express our appreciation of the decision of the Governing Body last week to recognize Education International.

Teachers and other education employees occupy a strategic position in every society. The majority of our members are public employees and we work closely with sister organizations representing the public sector. We firmly support the positions put forward, for example, by the Public Service International.

Teachers and other education employees are on the front line as nations undergo structural adjustment. We consider the resolution adopted by the last session of the International Labour Conference concerning adjustment and human resources development to be one of the most important resolutions adopted by an international body in recent times. The decision of the United Nations General Assembly to convene a World Summit for Social Development in Copenhagen in 1995 is more than timely. We firmly support the decision of the Governing Body to ensure that the ILO makes a strong contribution to the Summit and the action taken by the Director-General to this end.

The Social Summit provides all nations with an opportunity to focus on the ultimate purpose of economic policies, which is human well-being. Human well-being encompasses many things – education for all, employment for all, social protection and respect for basic human rights. Any set of economic policies which does not advance human society towards these goals – for all people, not just a few – fails the test.

One of the problems about the policies pursued by governments in industrialized and developing countries alike during the past decade or so, is that economic policies, economic models, which should have been considered as a means to an end seem rather to have become the end in themselves.

The experience of structural adjustment exemplifies the problem. By adjusting the structures of society to solve economic problems, economics has become the end rather than the means. The Social Summit will help all concerned – governments and the social partners – to re-establish the focus on economics as the means not the end.

Moreover, as the ICFTU has pointed out in its paper entitled *North-South linkages and global unemployment*, a renewed focus on social goals provides the best prospect for replacing the vicious circle in which so many of our societies are now trapped with a virtuous circle in which improved productivity will go hand in hand with greater well-being.

There is no better example of this vital point than education, which seems all too often to be perceived by the macroeconomists of the International Monetary Fund and of many governments as solely a consumption item – an item on the national accounts.

Yes, our national societies do have to allocate substantial resources to education. The essential point, however, is that education should never be considered as only a consumption item. Education is essentially an investment item, an investment in the future of each nation, an investment in the future of humanity as a whole.

Take another issue upon which the ILO can make a major contribution to the Social Summit – the issue of child labour. The ILO is doing excellent work on this problem and is the only source of reliable worldwide information on its extent. It is simply not acceptable that at the end of the twentieth century hundreds of millions of children are being exploited, usually under the most appalling conditions, when they should be at school. And I am sure that everybody in this room agrees. No economist's model, no macroeconomic analysis, no structural adjustment programme can possibly justify a continuation of this exploitation, the degradation of young bodies and minds and the deprivation of children's right to education; the deprivation of their right to have a future, to have hope.

When our members, like other workers, campaign against structural adjustment and its consequences in their countries, it has to be understood that they are campaigning against this kind of exploitation.

Yes, our members are up in arms over reductions in their inadequate salaries. Yes, our members in Africa are saying that it is unacceptable for them to receive their salaries three, four and six months late, and sometimes not at all. Yes, our members are up in arms at having to take second or third jobs just to feed their families when they would rather concentrate on providing education for young people and children. Yes, of course our members are fighting for a recognition of their right to a decent standard of living and a status commensurate with the teachers' role in society. But it is much more than that. Our members are also fighting for those who do not have the capacity to organize – the children. We are fighting for their future.

So it is doubly hard for our members to stomach the fact that the reaction to their campaigns for greater investment in public education is all too often to strip away the rights of teachers and other education employees to organize into independent trade unions controlled democratically by their own memberships. Their freedom of association and their right to collective bargaining is being stripped away in too many countries, essentially because our members have dared to challenge narrowly conceived and regressive economic policies.

The dramatic increase in freedom of association cases regarding teachers is a direct result of the attempts by governments to strip away their fundamental rights which are guaranteed in international labour Conventions. This increase in violations in our sector, the education sector, is a direct result of economics prevailing over norms which have the force of international law. The debate has to be shifted. The whole paradigm has to be shifted. That is one of the essential purposes of the World Social Summit, and we trust that it will be one of the outcomes, in fact the most important outcome.

The ILO has reaffirmed the increasing importance of education and training and of respect for international labour standards in the education sector, by its recent decisions to maintain a high priority for the work of the new committee on teachers. Preparation for the next meeting of the committee in 1995 will certainly be one of the highest priorities for Education International.

The Committee of Experts on the application of the ILO/UNESCO Recommendation on the Status of Teachers adopted almost 30 years ago has also done invaluable work. The studies now being conducted by that committee, for example on participation, could not be more timely, and the next meeting in 1994 will probably be the most important in its history. The series of subregional seminars on implementation of this recommendation is proving to be highly successful and must be continued.

Like other international workers' organizations, we are ready to participate in the debate on the future role of the ILO, but I must state at the outset that we believe it would be a crime of *lèse-majesté* to throw out the baby with the bath water. By that I mean to throw out the immensely valuable work of the ILO in setting standards and providing technical advice to governments on legislative and other measures to ensure respect for those standards and in maintaining a mechanism of worldwide reputation to monitor their implementation and to expose their violation. Any proposal to turn the ILO into some kind of agency solely for the promotion of employment is missing the point entirely and will be self-defeating. The promotion of employment goes hand in hand with respect for standards. The topic of part-time work being studied at this Conference is a case in point. It demonstrates the constructive role which the ILO plays through its unique tripartite structure in promoting social dialogue on an issue affecting the lives of many millions of families. This study is of direct concern to many of our members, the majority of whom are women, for, provided the appropriate guarantees are put in place, part-time work may provide opportunities to combine fulfilling and socially valuable employment with family responsibilities. Similarly, technical cooperation has to be seen in its broadest context. It would be an enormous mistake to try to narrow technical cooperation solely to the question of employment, important as that is. The ILO's role in technical cooperation encompasses many kinds of advice and we would like to see even more emphasis placed on equality issues, including training courses designed specifically for women.

The real question we must ask ourselves is the following: Have the principles of the Declaration of Philadelphia and the Constitution of the ILO stood the test of time? We believe the answer is a resounding yes. In a world undergoing great changes, social, technological, economic and political, changes equivalent to those experienced at the time of the Industrial Revolution, it is in the interest of all working men and women, those who employ them and the governments, that those principles be reexamined – yes – but even more that those principles be put into practice.

Original Spanish: Mr. ROSAS *(Government delegate, Panama)* – I am most gratified and honoured, as Minister of Labour and Social Welfare of Panama, to attend once again the International Labour Conference of which our country is proud to be one of the founding Members. I should like to extend to Mr. Asem Abdel-Hak our congratulations on his election to preside over our deliberations. I should also like to extend greetings to the Government, Employers' and Workers' delegates attending this Conference.

I am gratified to see amongst us the new States which have recently joined the ILO, and I should like to extend our greetings and a cordial welcome to their representatives.

The Director-General's Report deals with social insurance and social protection and with the role that the ILO can play in contributing to the improvement and efficiency of existing social security systems in its member States, and particularly in the developing countries. In this connection, I should like to refer to the social security system of the Republic of Panama, which was established in 1941; our Constitution enshrines the right of every individual to a basic standard of living and to social security services administered by an autonomous official body composed of representatives of the Government, employers and workers, covering sickness, maternity, invalidity, family benefits, old age, widows, orphans, forced unemployment, occupational accidents and diseases, and all the other contingencies that are generally covered by social security. The reason for this is that in the Government's social policy the aspects linked to social security constitute a substantial part of the protection provided for the various contingencies and social risks; this protection is an inalienable human right, as was recognized by the Ibero-American Presidents who attended last year's Summit in Madrid.

With regard to health, Panama considers it an essential function of the State to ensure the health of the population and to protect, to promote, to preserve and restore health, understood as physical and mental well-being. It is also the State's duty to develop a national food and nutrition policy for the entire population, to protect the health of mothers, children and adolescents, to fight communicable diseases by ensuring a healthy environment and the provision of free and comprehensive health services, including the provision of medicines for the neediest sectors of the population.

The rate of contributions for sickness, maternity, invalidity, old age and survivors' schemes is 7.25 per cent from the worker's wage, with an additional 10.75 per cent covered by the employer; in addition, the State contributes from specific taxes and other revenues provided by law. Entitlement to old-age pension begins at 60 years of age for men and 55 for women after only 180 monthly contributions.

I am glad to inform you in this connection of the recent agreement on social security negotiated by the labour ministers of the Ibero-American countries and signed by the Heads of State at their Summit in Madrid in July 1992. The agreement now awaits ratification by Parliaments in accordance with their respective constitutional procedures. The agreement is of great value and importance in the social field because it promotes and gives impetus to the development of social security schemes at a critical time in their history. It clearly respects the principle of the State's responsibility to ensure the well-being of the population, with due regard for the circumstances and situation of each nation, within a framework of regional cooperation geared towards strengthening social security and a more propitious international situation.

In this respect, the ILO can contribute to improvements and greater efficiency in the social security systems of developing countries by providing guidance and assistance to the countries such as our own, which need it so urgently.

As part of its social and labour policy, the Ministry of Labour and Social Welfare is responsible for the provision of social assistance to the most needy sectors of our population, and for providing care and financial assistance to asylums, orphanages, homes for children, adolescents and the disabled, covering more than 60 institutions that provide care to thousands of persons. In addition, the Ministry supports 88 centres for child guidance which provide care for more than 2 000 minors daily, thereby assisting the disabled and working mothers with children under five-and-a-half years of age.

The serious economic, social and moral crisis brought on by the dictatorship in its last years, led to a drop in GDP of 18 per cent in 1988 and 1989, with extremely serious consequences for unemployment, which rose to 25 per cent. As a result of the policies of the democratic government in its first three years, the economy grew by 4.6 per cent in 1990, 9.3 per cent in 1991 and 8 per cent in 1992, while unemployment dropped to 13.6 per cent, according to the latest household survey conducted at the end of 1992.

As an immediate result of this change, Panama fully observes the fundamental rights of workers in accordance with its Constitution, with legislation that establishes freedom of association, the right to strike, collective bargaining, minimum wages with periodical adjustments, maternity protection for working women with compulsory rest periods with pay during pregnancy and nursing, free vocational training for workers, trade union training, and the regulation of industrial relations on the basis of social justice, with special state protection for the workers.

Our work in the Ministry since early 1990 has included the protection of workers' rights as defined in existing labour legislation, which establishes the respect of the dignity of the worker and adequate conditions of health, job security, one month paid annual leave for every 11 months of service, compensation for unjustified dismissals, a 13th month of pay, seniority bonuses, paid sick leave and wage increments for overtime and mixed and night work which can amount to 43 per cent of the basic wage.

In the same period we have recognized 21 trade union organizations, two federations and two confederations, thus increasing the number of workers' organizations to seven confederations, 22 federations and 164 active trade unions, represented and coordinated by the National Council of Organized Workers (CONATO), in accordance with special rules provided for in the Labour Code.

Within this context, and as a concrete reflection of the understanding and cooperation we have always promoted among the different sectors of production, we point with satisfaction to the 32 collective agreements that have been negotiated in the first five months of this year; we estimate that by the end of the year that figure will rise to around 100.

After ten years without any revision of the minimum wage, the Government proceeded, in accordance with the law and with ILO Conventions, and on the basis of in-depth studies concerning the economic and social situation of the country, to issue Decree No. 70 of 16 December 1992, which, on average, raised the national minimum wage by 21.5 per cent, one of the largest increases in the history of minimum wage reviews; our minimum wage is now one of the highest in Latin America. The measure benefited more than 45,000 workers, and represented an increase of approximately 15 million dollars a year.

Despite this positive labour situation in the country, there are external factors which can have adverse effects on it and which are a source of concern for our Government. Therefore, on behalf of my country, I should like to express before this assembly, which promotes and monitors workers' rights, our deepest and most energetic rejection of the measures adopted by certain member States of this Organization which belong to the European Economic Community – measures which have adverse effects on the economy and well-being of workers in Panama and Central America.

In this regard, I should like to endorse the complaint presented by the Panamanian Banana Workers' Trade Union against the Member States of the European Economic Community which, by means of Regulation CE404/93 of 13 February 1993, adopted measures which are in breach of ILO Convention

No. 122, to which they are all signatories. This regulation provides for a system for marketing bananas which is incompatible with free trade, discriminates among States, infringes international agreements and, through a very complex licensing system, favours the monopolistic interests of a small group of European importers, thus affecting one of the major job-producing activities in agriculture in Central and South America. Clearly, as the Panamanian trade unions said when they denounced this practice to the office for human rights, such action will curtail growth, education and the living standards of our workers, and will thus lead to increases in unemployment and labour instability.

Lastly, we are well aware of the new role of the State, and aware also that democracy is not something abstract which inevitably accompanies free elections, but rather a process which is built day by day and which grows stronger as a people proves able to solve its own problems.

Since our administration came to office, we have promoted participation and dialogue. Thus, we have seen the initial mistrust and scepticism of employers and workers fade, as they now show a greater interest in dialogue, and the will to reach understanding and achieve progress towards common goals. Little by little, on all sides, both in public opinion and within the Government, the conviction has spread that the best way we have as a nation to solve our social and labour problems, without calling workers' rights into question, is to try to reach a consensus through ongoing and open dialogue aimed at improving the general conditions and standards of living of the Panamanian people.

Mr. LATIEF *(Minister of Manpower, Indonesia)* – First of all, I would like to congratulate the President, as well as the three Vice-Presidents, on their election.

I would also like to extend my sincerest gratitude to Mr. Michel Hansenne, the Director-General of the International Labour Office, and to his staff for their effort in preparing a comprehensive Report, *Social insurance and social protection* as well as on *The role of the ILO in technical cooperation.*

With regard to social security, the years 1992 and 1993 are very significant for Indonesia. In 1992 the Indonesian Government passed two laws: Act No. 3 on workers' social security and Act No. 11 on pension funds. The social security programme, as stipulated in Act No. 3 of 1992, is a refinement and extension of the workers' social security scheme which has been implemented in Indonesia since 1977. The scheme comprises four interrelated programmes, namely employment accident benefits, death benefits, retirement benefits and medical care insurance. This programme is also aimed at improving the welfare of the workers and their families. It is the Government's view that workers are entitled to these four benefits and, consequently, employers in Indonesia are under obligation to implement this programme.

Although Act No. 11 of 1992 on pension funds has only just come into effect, numerous enterprises have already applied similar programmes through collective labour agreements or by virtue of company regulations. With the entry into force of this Act and the implementation of this programme, social security provisions as well as conditions for workers and their families will certainly be improved. It is gratifying to note that the President of the Republic of Indonesia attached great importance to this matter. On the occasion of the announcement of the 5 million membership of this programme early this year, His Excellency President Suharto launched a national movement in favour of the social security programme. In addition, Indonesia is honoured to host the general assembly of the International Social Security Association in 1995. This occasion should encourage us further to enhance our efforts to improve social welfare in Indonesia through the social security programme.

We are very pleased to affirm that the Government of Indonesia has been consistent in implementing three basic principles in our national development, namely by guaranteeing income distribution, stimulating growth and maintaining stability. Based on these three principles, the course of development during the past 21 years in Indonesia has been successful in improving the quality of life of the people. Aside from our Government's capacity to implement the principle of the market economy, the country's economy has developed through participation in the international world market, the appropriate use of modern technology and the mobilization of affordable domestic and foreign resources.

However, in spite of the considerable results achieved, we are still preoccupied with and continue to be confronted with great challenges with respect to manpower problems. Among these problems are: firstly, the fact that the current social security programmes for workers and the pension schemes are based on a relatively low level of wages, therefore, we should gradually increase the latter in such a way that the benefit derived from the social security programmes and pension allowances will also be higher.

Secondly, until recently, the social security and pension scheme programmes we have mentioned have covered only salaried workers. Therefore, there is a need for efforts to be made to extend this programme so as to include workers categorized as self-employed or family workers. In view of the fact that one of the main priorities in the next five years' development plan is to increase the number of self-employed workers, programmes should aim to help this category of worker.

Thirdly, there are approximately 2.5 million new jobseekers each year entering the labour market. In this respect, our Government should make every effort to create new and productive employment opportunities and to improve the quality of life of the entire population. Therefore, national manpower planning, vocational training and apprenticeship programmes, as an integral part of national development planning, will be continually reinforced.

We are also particularly keen to strengthen our economic and technical cooperation with non-aligned and other developing countries. At the same time we believe that it is essential to maintain good relations with developed countries. Indonesia is facing many problems, which we share with the non-aligned and other developing countries. Therefore, in order to ensure equity and justice in the world, the ILO and the developed countries should pay more attention to and give greater opportunities to the developing countries which are still facing such problems. Allowing the gap to widen between countries will worsen the state of the world's economy, including that of the developed and developing countries.

and protectionist measures taken by a number of developed countries will surely exacerbate difficulties in international trade. In this respect, we should avoid this august organization being used as a trial forum on the application of standards. Conversely, it is my sincere hope that the technical cooperation within the ILO could be directed at improving the capacity of all member countries to implement existing standards. Therefore, the distinguished experts of the ILO should be able to interpret and bridge the gap between different perceptions regarding the implementation of standards. This is a basic principle which has motivated our sponsorship of a draft resolution on the application of standards. We would greatly appreciate the strong support of the distinguished delegates to this session of the Conference.

My delegation also attaches great importance and will actively participate in the work of the Committee on the Prevention of Industrial Accidents, the Committee on Part-Time Work and other committees. Through these forums, we are anxious to develop fruitful cooperation with all non-aligned developing and developed countries alike. By the same token, we are eager to learn and to take advantage of these forums for the development of our country.

I am fully confident that under the able leadership of our President our expectations will be realized.

Mr. ELLAH *(Secretary for Labour and Productivity, Nigeria)* – On behalf of the Government of the Federal Republic of Nigeria and my delegation, I sincerely congratulate the President on his unanimous election as the President of the 80th Session of the International Labour Conference. I would also take this opportunity to congratulate Mr. Michel Hansenne on his reappointment as the Director-General of the International Labour Office.

The theme of the Director-General's Report to the Conference, namely *Social insurance and social protection*, is topical and relevant to one of the most urgent issues of our day. Most of these issues actually began with the Industrial Revolution in what are now the developed countries of the world and were exported to the present developing countries along with imperialism and colonialism. The Director-General's Report draws attention to the Preamble to the Constitution of the ILO adopted in 1919 and to the Declaration of Philadelphia of 1944 advocating decisive measures for the protection of the workers. The ILO clearly recognized the need for improvements "in the protection of the worker against sickness, disease and injury arising out of employment" and the United Nations declared these improvements to be "a solemn obligation ... to further among the nations of the world programmes which will achieve ... the extension of social security measures to provide basic income to all in need of such protection; comprehensive medical care; and adequate protection for the life and health of workers in all occupations". In 1948 the United Nations adopted the Universal Declaration of Human Rights which appears to me to be the crowning glory of the social protection provisions. As emphasized by the Director-General in his Report, and I quote: "Access to social protection is a basic human right, as well as a measure of human welfare, and its promotion will require normative actions – on the part of governments, the social partners and the ILO – as well as technical assistance concerning the structure and development of the schemes themselves."

The structural adjustment programmes currently being implemented in many developing countries, including Nigeria, have in the short run brought about much social distress, large-scale unemployment, rapidly falling standards of living and abject poverty in numerous instances. Consequently, there is a grave danger of serious social unrest unless we are able to take adequate measures towards effective social insurance and protection in aid of the silent majority of our country's men and women caught in this peculiar dilemma.

In Nigeria the National Provident Fund Act of 1961 which provides for contributory schemes with matching grants in the private sector has been frequently amended to adapt its provisions to the realities of the day. We are most grateful to the ILO and its high-level experts for the assistance and cooperation given to us during the course of these amendments and adaptations. The Nigerian National Provident Fund has now been transformed into a limited social security scheme with an increased variety of benefits for contributors. At present, there are plans to extend the application of the Fund to the public sector but, in the meantime, the Government has introduced indexation of benefits paid to retiring public officials as a means of ensuring that the purchasing power of the benefits are not eroded by rapid devaluation and inflation.

Apart from the National Provident Fund Act, there is also the Workmen's Compensation Act which provides generous benefits as compensation in cases of industrial accidents resulting in occupational disease, injury or death. Under our health care programmes our public officials receive free medical treatment in government hospitals and others pay only nominal charges. Arrangements are in progress for the introduction of a limited health insurance scheme to serve the whole community.

Our Directorate for Food, Roads and Rural Infrastructure (DFRRI) and our Better Life for Rural Women Programmes provide different forms of social protection and social development for our rural communities. Our National Directorate of Employment (NDE) grapples with the problem of high unemployment, particularly as it affects young persons and unskilled school-leavers. In addition, it is observed that the masses of our population who are engaged in agriculture are largely underemployed. The NDE is striving to embark on a unique new programme known as "Mass Agricultural Programme (MAP)" in which necessary inputs, sufficient for 1 acre per farmer, are supplied in kind as loan to the farmer and the value recovered from him at the end of the farming season. It is envisaged that the programme will increase our GDP and per capita income several times, thereby reducing inflation and devaluation and stabilizing the economy.

Above all, it is probably true to say that it is mainly the traditional community support system, mentioned by the Director-General in his Report, in which everyone is his brother's keeper that has sustained the society with its teeming population against all odds, notably the vagaries of the international pricing of our primary products and the crippling debt burden.

Just now, we are striving to achieve correct pricing of our petroleum products supplied to the domestic market. The problems appear endless, coming from all imaginable directions; but we are determined to succeed in the end, given the assistance and cooperation of independent international organizations such as the ILO. We hope that such organizations will remain ever impartial, objective, devoted and dedicated to the cause of truth, justice and equity, in the true spirit of the Charter of the United Nations, which enjoins national and individual equality and brotherly protection of the poor and needy everywhere. I feel confident that our crusade for reparation and debt reduction or cancellation will be better appreciated when it is realized that we are doing all in our power towards the economic and social well-being of our society. On their part, the industrialized and powerful nations of the world should always conduct our bilateral and multilateral affairs in a manner that will be generally conducive to social and economic protection everywhere in the globe in the interest of mutual understanding, human progress and international peace and concord.

Original Lao: Mr. SISOULITH *(Minister of Labour and Social Welfare, Lao People's Republic)* – First of all I would like to congratulate the President of the 80th Session of the International Labour Conference on his election. I have great pleasure in leading the delegation of the Lao People's Democratic Republic (PDR) to this session, which represents an opportunity for tripartite representation of member States to discuss labour matters.

Peace is the desire of all humanity. Creativity, life and growth depend on the possibility for people to work peacefully. So the main tasks in the struggle for peace and in the tireless efforts of the ILO for more than 70 years are reflected in legislation in the interest of all peoples of the world, and in particular the workers.

The International Labour Organization was set up to bring governments, employers and trade unions together for united action in the cause of social justice and better living conditions everywhere, and for the people of the entire world, including the Lao people. The Lao PDR is one of the oldest member States of the ILO: it became a member almost 30 years ago. Although our country has participated in the Conference irregularly, we have nevertheless tried our best and have done many things and fulfilled many obligations, as have other member States. In addition, we have also ratified some of the international labour Conventions which are reflected in our country both in practice and in our national legislation. We understand that the ILO has done much and has attempted to bring about a system where there will be better protection of the legitimate rights and benefits of workers, creating better living and working conditions to guarantee the social welfare and employment opportunities of people throughout the world.

The Lao Government is paying increasing attention to labour administration in order to protect the rights and interests of working people, and is extending protection for older working people. The Lao Government has promulgated labour laws and is going to pass a further law in the near future. We consider that the workers are the capital of socio-economic development of the country.

Because of the very important role of labour administration for the socio-economic development of the country within a new economic framework, and with the opening-up to foreign investment, the Government has to pay much more attention to protecting rights and benefits of workers. It has to set up an appropriate organization responsible for such matters as labour policy, labour administration, working conditions, safety and health of workers, employment services, vocational training and skill development. In February of this year, the Lao Government decided to create the Labour and Social Welfare Ministry, which has an important role and responsibility in implementing the tasks I have mentioned in order to guarantee the supply of manpower for the national socio-economic development plan from now until the year 2000 and beyond, besides being responsible for some elements of the human resources development plan of our country.

The People's Democratic Republic of Lao is a small country and is the only landlocked country in South East Asia. But it has borders with several big nations in an area which has a variety of economic levels and economic development, an area where we find China, Thailand, Vietnam, Myanmar and Cambodia, with an area of 236,800 square kilometres. The population has been estimated at 4.2 million, with a population density of 17 inhabitants per square kilometre and an estimated growth rate of 2.6 per cent per year.

The Lao PDR has a young population, about 44 per cent being under 15 years of age and half the population between 15 and 59 years of age. Only 6 per cent are 60 years and over. Women make up more than half of the total population. A basic economy of over 85 per cent is engaged in scattered agricultural activity.

The Lao Government intends to implement changes in socio-economic development. The growth of the domestic product rate is now about 7 per cent per year.

The Government is giving priority to educational development, public health and culture and is also paying more attention to upgrading the quality of education and to improvements in labour and social welfare matters in which human resources development is also a priority. Based on an objective analysis the Government gives guidelines as to the actual situation of the country and has set guidelines also for socio-economic development from now until the year 2000. These guidelines are as follows: (1) Regarding the structure of the economic sector, we must establish the agro-forestry structure linked to industry and services. However, in the immediate future we must consider among the first priorities work in agro-forestry development, which is closely linked to the processing industry. (2) We must continue to promote the market economy which comprises many forms of ownership and organization. The market economy structure is composed of many levels working conjointly to expand and maximize the national potential in business production under state supervision.

Simultaneously, an economic structure for various sectors and branches is being created. We are creating an infrastructure which takes into consideration the different zones of the country based on the special features of each area, so that development takes place simultaneously in the plains, the highlands and the mountain areas.

We must increase mutually beneficial cooperation, which is our constant and long-term policy.

The objective of the socio-economic development of the country is the prosperity of our ethnic groups and the wealth and strength of the country. Human resources development is one of the main guidelines of socio-economic development and we must pay more attention to it in order to build a good quality of manpower to support the need of economic development.

At present, the demand for skilled labour in different industries and occupations contributing to socio-economic development is increasing rapidly. So it is very necessary for us to provide a training programme in accordance with the general demand for manpower, including labour supply to satisfy the needs of the foreign investors in our country. We are considering the creation of an employment service agency, a skilled labour development centre and a labour dispute settlement agency. On the other hand, we must lay down a suitable and complete labour policy to ensure social security for government employees and workers.

All problems concerning labour matters are new tasks for us to focus upon and are also an entirely new domain for us. For this reason, we need more technical and financial assistance from friendly countries and international organizations, particularly the ILO, which will help us to improve labour administration systems and build up the capacity of our specialists in order to meet the demands of the labour market of the country both at present and in the future.

On the occasion of this session of the Conference, on behalf of the Lao Government, I would like to express my thanks and gratitude to the ILO for its technical and financial assistance and support to the Lao People's Democratic Republic in the past, all of which has been a valuable contribution for the socio-economic development of my country, and I would also like to thank friendly countries and other international organizations for their assistance.

In conclusion, I wish the Conference success in meeting its significant aims. I also look forward to an expansion and continuation of our good relationship, cooperation and friendship in the future.

Mr. AHMED *(Workers' delegate, Pakistan)* – In the Name of God, the Merciful, the Compassionate!

On behalf of the Workers' delegation of Pakistan and myself, it is a great privilege to associate myself with the other speakers in offering sincere congratulations to the President and Vice-Presidents, including my friend Mr. Bustos and my esteemed countryman, Mr. Ashraf Tabani, representing the Employers' group, and all those who have the honour to preside over this great forum.

May I also take this opportunity to convey fraternal greetings on behalf of the working class of Pakistan and myself to all esteemed participants, in particular the members of the Workers' group, who have conferred upon me honour by selecting me as one of the officers of the Workers' group.

We appreciate the work of the members of the Governing Body headed by Mr. Vargas Campos and Mr. Oechslin, and particularly of the Workers' group ably led by Sister Shirley Carr and Brother Eddie Laurijssen.

We welcome the admission into our Organization of the following States: the Republic of Moldova, the Republic of Croatia, the Republic of Armenia, the Czech Republic, and the Republic of Azerbaijan, Viet Nam, Kyrgyzstan, Uzbekistan and the Republic of Slovakia.

On behalf of the working class of Pakistan and myself, we offer sincere congratulations to Mr. Hansenne on his very deserved, unanimous re-election by the Governing Body as Director-General of the International Labour Office for a further period of five years commencing in March 1993. We wish him success in leading this great Organization to fulfil its historic mandate for the well-being of working men and women all over the world, and assure him of our complete support.

We had the privilege of receiving the visit of Mr. Michel Hansenne in February 1993, when he addressed a mass rally of the workers organized by the All Pakistan Federation of Trade Unions. His message was warmly welcomed not only by the working class of Pakistan but also by the other constituents of tripartism, namely the Government and the employers, and it also reached other segments of society through extensive coverage in the media.

The Director-General has chosen an important subject for his Report this year, namely social insurance and social protection, and he has rightly concluded on page 82 that "governments have a fundamental responsibility to ensure a basic standard of living for their people". He further stresses that "access to social protection is a basic human right as well as a measure of human welfare" and therefore urged on page 6 of the Report that "the extension of social schemes in developing countries is part and parcel of the broader issue of economic, political and social development". These declarations are in line with the basic principle of the ILO contained in the ILO Constitution as far back as 1919, committing itself to the need for improvements in "the protection of the worker against sickness, disease and injury arising out of his employment" and "provision for old age and injury", as well as in the 1944 Declaration of Philadelphia, which recognizes the solemn obligation of the ILO to further among the nations of the world programmes which will achieve the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care and adequate medical protection for the life and health of the workers in all occupations. These two fundamental declarations have been reaffirmed in the Universal Declaration of Human Rights adopted by the United Nations in 1948.

The Director-General rightly pointed out the problems being faced because of economic constraints by the Third World countries in applying the scheme to the population. On page 44 the Report notes that "there has not appeared a ready means of extending the limits of what is possible to those outside formal urban employment, and the situation has become worse with the decline of formal employment, rapid urbanization and, in many countries, the continuing dissolution of traditional systems of social support".

The situation prevailing in the Third World countries in the form of the economic and social suffering of most of their population is extremely serious. Some 1.4 billion people lack even access to clean water supplies and 2.3 billion have no sanitation facilities. Thirty-three million children died last year from waterborne diseases. There are more than 1,800 million people living without health services and

1,300 million people living below the poverty line, mostly in the rural areas. The literacy rate in the least developed countries is only 34 per cent; 1 billion people are illiterate, of whom nearly 620 million are women; and the number of unemployed people is rising at the rate of 36 million every year. It is already more than 750 million.

In order to promote the concept of social insurance and social protection, there is now a need to take radical measures both at the national and international level, not only to alleviate poverty and mitigate the economic and social hardships of most of the world's population, which lives in Third World countries, but also to provide the facilities of social insurance and social protection.

At the national level the following measures are needed: strengthening the concept of participatory democracy by developing strong democratic political, social and economic institutions, including political parties with grass roots, workers' and rural workers' organizations and employers' organizations, an independent press and judiciary and a sovereign Parliament and the holding of fair elections at all levels, the accountability of public representatives, and transparent and efficient administrative machinery, the allocation of adequate funds for human resources development and the elimination of the abuse of child labour. Women and the rural poor should be supported and feudalism abolished in the rural areas. Access to land, resources and know-how should be given to the landless peasants and the population explosion should be controlled. Industrial infrastructure should be developed, employment should be provided for the young and labour relations should evolve with respect for trade union rights, through a team spirit and the improvement of the working and living conditions and sharing of the fruits of productivity equitably by the workers, employers and society at large. Social security should be provided, including in cases of deregulation and the privatization policy pursued by the Third World countries under pressure from the International Monetary Fund and the World Bank. This can be done in the form of job protection for workers and a social safety net, retraining, insurance and social protection.

At the international level, there is a need to relieve the sufferings of the Third World countries against high foreign debt burdens and unfavourable terms of international trade and technology transfers, to develop the infrastructure in those countries instead of increasing the resources being squandered in building weapons. For example, at present the four-fifths of the world's population living in Asia, Africa and Latin America receive only 13 per cent of the total world income, while the 20 per cent of the poorest receive only 1.3 per cent of the income and account for a 1 per cent share of global trade.

By contrast, in recent years developing countries have had to make a net debt-related transfer of nearly 40 billion US dollars per year to the developed countries, and there is no hope of a reversal of this flow. The price of 33 commodities (excluding oil) was 33 per cent lower in real terms in 1988 than it was in 1979-81.

In such a context, it is the duty of the developed nations to fulfil their human obligations to assist Third World nations to ease their foreign debt burden, provide fair return for their commodities, roll back protectionism against their exports and transfer technology and real resources and know-how to the Third World countries. This will eliminate the pollution of poverty and the economic and social suffering of their people. The ILO stands for the principle that poverty anywhere constitutes danger to prosperity everywhere.

We trust that the ILO, unique in its tripartite character, will vigorously contribute through its technical cooperation programme as well as with other United Nations bodies and world financial institutions including the World Bank and the IMF to promoting these objectives so that the workers of both the urban and the rural sectors in the Third World may have the opportunity to fulfil their dreams of reaching a basic living standard and obtaining social insurance and social protection. At present, it is a very limited segment of the working population that enjoys such rights, and in the formal sectors only.

We also fully support the important role of the supervisory machinery of the ILO in the interpretation and implementation of international labour standards, and we reaffirm the principle that the basic human rights of ILO standards are universal and should be respected by all nations, in the south, north, west and east.

In Pakistan there are areas in our labour legislation which need to be brought into conformity with ILO Conventions, particularly in respect of freedom of association and collective bargaining rights for radio and TV workers, and labour legislation must be updated to cope with the modern technological working environment in line with the ILO Convention on occupational safety and health.

In our country the social security scheme covers industrial workers and includes the provision of medical facilities, employment injury and sickness benefits for a limited period, survivors' pensions, disability pensions, and old-age pensions to which employers contribute a percentage of the basic pay of the worker. The old-age scheme is being also financed out of the federal budget of the Government of Pakistan. We are demanding that the pension rate be index-linked to inflation and that the revision date back to 1989.

As a result of negotiations between workers' organizations and the federal Government, the Prime Minister of Pakistan has revised the minimum wage for unskilled workers by means of legislation passed by Parliament. Unskilled workers will receive Rs 1,500 from 1 July 1992. Social insurance and social protection will also be revised, and educational opportunities for workers' children will be improved. A revision of the rates of compensation for workers in the event of disability following an industrial accident is being discussed by the National Assembly. We hope that the restoration of the National Assembly will expedite the passage of legislation. This is welcomed by the working class and the people as a whole as an historical step to strengthen the democratic and constitutional norms in the country.

May I also take the opportunity to convey our appreciation of the work of the ILO in various fields, including workers' education, improving working conditions, employment, human resources development, industrial relations, migration, the work of the International Institute for Labour Studies, and the ILO Turin Centre, the fight against child labour, and the contribution of the Bureau for Workers' Activities led by Mr. John Svenningsen and his dedicated team. We also appreciate the close cooperation of the ILO Asian Regional Office and the ILO office in Islamabad, and Mr. Nakamura, Assistant Director-General and Mr. Dudley in the Islamabad area office in the promotion of workers' activities.

On this occasion we also look forward to strengthening close cooperation between the ILO and the United Nations, in particularly the World Summit for Social Development in order to promote the ILO ideals of human and trade union rights and tripartism. We also urge member States to ratify the amendment to the ILO Constitution with regard to democratizing its structure in line with the conclusions arrived at after many years of deliberation.

The working class fully supports the right of the independence of the people of Palestine in the occupied Arab lands and welcomes the Report of the Director-General on this matter. We also look forward to the early dismantling of the racist regime of South Africa, and an end to the crime of apartheid which is a crime against mankind, and hope that the just struggle for independence will be crowned with success as soon as possible.

We are sure that this historic session of the Conference will be a milestone for the working man and woman in terms of improving their living and working conditions, enhancing the dignity of work and promotion of social justice and participatory political, economic and social democracy in order to develop a better future for mankind as a whole.

Mr. WITBOOI *(Minister of Labour and Manpower Development, Namibia)* – Thank you for having given me this opportunity to address the 80th Session of the International Labour Conference. Furthermore allow me to join other distinguished speakers who preceded me in warmly congratulating the President on his unanimous election and elevation to this high office. I have no doubt concerning his ability and competence to steer the deliberations and the work of our Conference to a successful conclusion.

My delegation has carefully studied the Report of the Director-General and we are gratified by its quality and comprehensiveness, which demonstrate once again his indefatigability and commitment to the noble goals and ideals of the ILO in its struggle for the promotion of social justice, peace, freedom and the improvement of the social welfare and working conditions of our people. In the light of this, I sincerely congratulate Mr. Hansenne on his re-appointment to this important and high office of the ILO Director-Generalship.

The Report before us contains and highlights a range of tasks which the Organization has set itself during the course of the year. It is indeed a realistic Report and suffice it to say my delegation is in agreement that the ILO should forge ahead to upgrade its work and identify priorities for activities necessitated by the difficulties the world is facing as a result of economic recession, rising unemployment and other related social problems in our respective countries today. Owing to the prevailing stagnation in my country, the Republic of Namibia, formal wage employment can no longer absorb new entrants to the labour market. There is consequently a need to tap the informal sector as a possible alternative way of providing jobs in the future. However, one must recognize the fact that in Namibia very little is known about this sector, and therefore studies must be carried out to identify and determine all the forces at work before any conclusions are drawn.

It is therefore opportune to mention, in the context of ILO technical assistance to Namibia in the fields of vocational training, labour administration, labour market information systems, social security legislation, etc., that significant progress is being made. We greatly appreciate the technical and financial assistance so far provided, and we are grateful to the International Labour Organization and Office and the ILO constituencies the world over for their generous support.

However, we are still experiencing difficulties in the execution and implementation of the projects and programmes owing to lack of capacities, lopsided policies and other shortcomings which are in turn attributable to a lack of proper information.

Despite these difficulties, formidable achievements and progress have been recorded and the Government reaffirms its political will and commitment to achieving full implementation of these programmes. I believe many of you know that we in Namibia have inherited a system which will take a long time to reorganize and put in order. Under these circumstances, we appeal to you for patience and understanding in continuing your all-round support and assistance to the majority of our disadvantaged people. Against this background, we understand and sympathize with the wish of the ILO to reduce costs in certain areas because of lack of financial resources. In the prioritization of the Organization's activities, it is of paramount importance that assistance to the most disadvantaged countries of the developing world must be continued.

Of course, it will be necessary to rationalize accordingly to ensure that help is given to needy countries and peoples to alleviate the high rate of unemployment, extreme poverty and starvation.

In the field of social security, we are busy designing a social security scheme to benefit all the Namibian populace without discrimination. We hope to be able to say one day in this Assembly that we have joined the world of civilized nations by providing these cherished and long awaited social security benefits, particularly maternity, sickness leave and death benefits. Admittedly, this is a very problematic area, in view of the scarcity of material resources of our young African nation.

I must also say that Namibia has inherited a huge public service from the colonial administration. In order to economize in the use of our meagre national resources, we have already embarked on what we call a process of rationalization. The main purpose of this is to reduce costs and increase productivity, efficiency and effectiveness in our public service. In so doing, we are sensitive to the social dimension of this exercise. Everything is being done to help the employees affected find other sources of income by providing training and retraining, and by establishing a fund for this purpose.

I am sure our social partners – the workers' representatives – are making copious notes on what I am saying now. However, our Government is prepared to follow all the procedures laid down by our labour law to make sure we do not deliberately swell the ranks of the unemployed in Namibia.

I believe that if we combine efforts and pool our resources in all the areas of our common interest, we shall certainly be in a good position to make our noble organization effective in carrying out its tasks and responsibilities for the cause of peace, freedom and social justice.

Long live peace and solidarity amongst the nations of the world.

(The Conference adjourned at 1 p.m.)

Fourth sitting

Thursday, 3 June 1993, 3 p.m.

President: Mr. Badey

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original English: Mr. PETROWSKI *(representative of the United Nations)* – It is a great pleasure and honour for me as Director-General of the United Nations Office in Geneva to address this distinguished Assembly and to convey the good wishes of the Secretary-General of the United Nations, Mr. Boutros Boutros-Ghali, for the success of your work. I should like also to congratulate warmly Mr. Badey on his election as Vice-President of the 80th Session of the Conference, and to extend publicly my most sincere congratulations to Michel Hansenne for his re-election which entrusts him with the formidable task of leading the ILO into the twenty-first century.

Today, as we come closer to the turn of the century, we are facing fundamental political changes in Central and Eastern Europe and in other parts of the world. The end of ideological hostilities between East and West has given rise to hope and a return to shared values based on principles of democracy, respect for human rights and market economy. We should, however, remain objective and realistic and determine the real difficulties of a political, economic and social nature which will have to be addressed to restore stability and conditions for peace and development. The building up of peace, democracy and the free market economic system is a long and hard process. The threat of increased armed conflicts, local as well as regional, is arriving throughout the world. To provide policy options, it is very important for the international community to grasp fully the root causes of the emerging violence leading to civil wars and internal conflicts. Civil conflicts undermine the democratic process, social peace and stability, and provoke tragic bloodshed and atrocities. The collective efforts of the United Nations, the ILO and other organizations within the United Nations system to address these problems in a comprehensive manner are needed, and our actions must be guided by a clear vision of the needs and requirements of the future.

It is now possible, with the end of the Cold War and the new political environment marked by cooperation rather than confrontation, to take concrete action within the Security Council with respect to the threats to peace, breaches of peace and acts of aggression. The collection of ideas put forward by the Secretary-General of the United Nations in his "Agenda for Peace" is a turning point in the United Nations activities to tackle the new challenges for peace. Peace promotion today is, quantity- and quality-wise, different from the past. The Secretary-General of the United Nations pointed out recently that it is even chronologically different. Peace requires "preventive diplomacy, peace-keeping, peace-making and post-conflict peace-building". The cycle continues through perpetual rounds. Increasingly, we can see that working for peace provides us with no place to rest. The promotion of peace must take place before, during and after conflicts.

The "Agenda for Peace", as Mr. Boutros Boutros-Ghali said, is not only a political matter. The social stability needed for productive growth is nurtured by conditions in which people can readily express their will. Promoting strong domestic institutions of participation means promoting the empowerment of the unorganized, the poor, the marginalized.

Indeed, social justice is not a luxury nor, as Mr. Hansenne has said, a band-aid for the poor. On the eve of its 75th anniversary, the ILO must be given credit for being the pioneer of social promotion and standard-setting activities.

The convening of the World Summit for Social Development will take place in the same year as the 50th anniversary of the United Nations. It will provide opportunities to put the needs of people at the centre of development and international cooperation. Elaborating further on the issue relating to the "Agenda for Development", the Secretary-General of the United Nations has said that although development cannot guarantee peace, without a new and workable concept of development, the United Nations will face an endless sequence of conflicts of the sort we are confronting at this moment.

Just as the words "peace promotion" must be reactivated, so too must the word "development". In its traditional sense, development has failed to transform both poor countries and those in post-conflict situations. It appears that sustainable development is central to development's new definition, but achieving a new approach may well be the most difficult intellectual task of our time.

In referring to the debate that took place here last year on "Democratization and the ILO", I cannot but agree with Mr. Michel Hansenne's conclusion that "the law of the market on its own cannot solve the problems of society... While... the market is much more flexible and efficient in the use of resources and in the management of enterprises than would be a central bureaucracy, it would be contrary to all the principles and all the achievements of the ILO to advocate returning to what some might call 'wild capitalism'". The withdrawal of the State from certain functions could in no way mean its rejection of any responsibility for economic and social policies nor the promotion of social justice.

The ILO is one of the most important organizations within the United Nations system, and has been requested to contribute fully to the preparation of the World Summit for Social Development. Taking into account the ILO's specific role and its tripartite structure, it has a unique responsibility in this field of activity, in particular as regards the enhancement of social integration, the alleviation and reduction of poverty, and the expansion of productive employment. In carrying out these objectives and others, such as progress towards fuller democracy and the improvement of working conditions put forward in its programme of activities for 1994-95, the ILO has to ensure that economic reforms and, in particular, the transition to a market economy, are designed with a view to promoting human rights standards.

The ILO has been and will continue to be the driving force behind social changes and democratic reforms at the national level. A tribute is due to the supporting role played by the ILO in the strengthening of cooperation within the United Nations system, in providing assistance to those looking to us for help in the face of the violation of their fundamental rights. I will only mention as an example the setting up of our joint project on the elimination of child labour that will facilitate and promote the ratification of the Convention on the Rights of the Child, adopted in November 1989.

In the coming days, the international community, at the World Conference on Human Rights in Vienna, will be conducting a review of relations between human rights, development and democracy. Twenty-five years after the International Conference on Human Rights, held in Teheran, a unique occasion is thus offered in an exceptional context to take stock of our planet's current situation in terms of rights and fundamental freedoms. In this connection, the World Conference on Human Rights is expected to make a number of recommendations which will take into account the major input and proposals put forward by the ILO, in particular on the relationship between human rights, development and democracy.

At a time when the world comes to grips with the economic consequences of the end of the Cold War, it is extremely important to increase cooperation within the organizations of the United Nations family, to set up increased partnership for development. A new vision for development is gradually emerging whose ultimate goal is the improvement of the human condition. A new multilateralism is also being defined. We must confess that the emerging Pax Multilateral or Pax United Nations is deep-rooted in the past history of the ILO. Further progress in this direction still depends to a very large extent upon the achievements of the ILO and our common endeavours.

Before concluding, let me once again express my best wishes for the success of the 80th Session of the International Labour Conference.

Mr. POPOVIC *(Employers' delegate, Czech Republic)* – On behalf of the Czech Employers' delegation, I have the honour to congratulate the President on his election. At the same time, I congratulate the Vice-Presidents.

Since this is the first time I have had the opportunity to speak on behalf of the employers of the Czech Republic, I shall speak briefly on the environment in which we operate. In Bohemia and Moravia, the industrial revolution started in the second decade of the nineteenth century. In Prague in 1933 the Union for the Promotion of Industrial Activities came into existence. Soon after the foundation of the Czechoslovak Republic in 1918, the Central Confederation of Czech Industrialists was established as a nationwide voluntary organization associating industrialists of all nationalities. Gradually, this Confederation, together with major banks, came to control the Czechoslovak economy and played a major role. It joined the International Organization of Employers and was actively involved in its social and employment policies. One of the IOE presidents of that time was born in Brno, an industrial centre in the region of Moravia. In 1950, however, under the communist regime, the employers' confederation ceased to exist.

November 1989 started a new era in the history of Czechoslovakia. The country resumed the path of a free society and a market-oriented economy. The velvet revolution also provided us with an opportunity to renew, after more than 40 years, the activities of the confederation, linking them to those of its predecessor and starting the hard work of restoring the status of Czech industry and advancing it to its prewar level. The non-governmental Confederation of Industry of the Czech Republic was re-established on 5 May 1990. Its initial membership of 153 enterprises has now risen to more than 700, with more than 1 million employees, grouped into 17 branch federations. The Confederation's mission consists of defending its members' interests in the spheres of economic and employment policies, legislation and legal matters, as well as international relations. The main goal of our Confederation for the period to come is to assist in creating productive employment and to play a significant role in the process of the gradual transformation of the economy, its privatization and the creation of market relations, and to contribute towards the development of a pro- market environment with sufficient scope for entrepreneurial activities, and to industrial and social development.

When assessing the results of economic reform, the following achievements can be described as positive: the central planning system was abandoned; steps were taken to achieve currency stability; a large-scale privatization project was launched; and extensive price liberalization took place. State enterprises were granted more independence and most are no longer dependent on state subsidies. Moreover, the state monopoly of foreign trade has been abolished. Foreign investment is welcomed and promoted. The largest investment comes from the United States, Germany, France, Austria and Belgium. The majority of foreign investments have been directed towards traditional industries, such as glass, food, chemicals, and the manufacture of transport equipment.

The Czech Republic was admitted to the International Monetary Fund. Czech industry makes a great effort to market its products on the world market. Here, substantial problems have been encountered in the existing protectionist measures taken by the EC Secretariat in relation to the Central and East European countries. Closer cooperation between representatives of the Czech Government on the one hand and the representatives of the EC Secretariat on the other is called for to solve the existing problems to the full satisfaction of all concerned.

You may agree that basic economic reform by itself cannot solve the problems of society. The great complexity of the problems of the current situation calls for the development of new systems of active labour market policy and social security. Some steps have already been taken, regional labour offices have been established, the basic system of health and social insurance has been adopted. Nevertheless, there is still a lot to be done in the field of pension schemes and protection against various social contingencies. In this respect I have studied the Report of the Director-General very carefully. The fact that the need for an improved mechanism for social protection has increased while the resources for providing it have diminished is undeniable, and this applies not only to the Czech Republic but also to other ILO constituents.

We firmly believe that government policy measures designed to open up the economy, thus improving its competitiveness and cooperation between the social partners, could be the way to generate employment as a main tool of economic, and therefore social, progress.

There is extensive room for taking advantage of the experience acquired by the ILO and the IOE during their years of existence. Their body of knowledge and experience is unique and we are prepared to take advantage of it.

I must, with gratitude, confirm the active support of the International Labour Office representatives to the Czech employers. Recently a delegation from the Bureau for Employers' Activities visited Prague and we discussed the details of future projects to assist us to build up the employers' structures in the Czech Republic, thus allowing us to set up a sound basis for the sustainable development of the country.

I wish all success to this important international assembly. Allow me to assure all of you present here, the representatives and bodies of the International Labour Organization and our colleagues from all over the world, that the Czech employers share the basic principles on which the Organization has been founded and we hope that, in our own capacity, we can contribute to achieving its aims – social progress, freedom of association and the development of productive employment.

Original Russian: Mr. KLOCHKOV (*Workers' delegate, Russian Federation*) – First of all I would like to congratulate the President of the Conference on his election to this honorary post. I wish him the very best of success in the conduct of our business.

The items on our agenda are very topical for the overwhelming majority of countries. The Report submitted by the Director-General of the International Labour Office is especially timely.

The evolution of social protection and social insurance is in our country now the subject of lively debate at labour collectives, in trade unions, in the Government and in Parliament.

The revision of the previously existing social insurance and social protection system in view of the transition period is often the subject of political jousting and manipulation.

In this connection the Report submitted by the Director-General concerning insurance systems currently operating in various countries and which presents various possible strategies is of very practical interest to us.

Indeed, given its importance, a social security system for a given country cannot be established without taking into account the level of economic, political and social development of that country. I agree wholeheartedly with the idea expressed in the Report that it is not always right to go ahead with an automatic transfer of the modern management and administrative structures of developed countries, even if they are highly effective, to other countries.

We believe that a long-term ILO policy could be developed in this area, taking into account the very specific conditions prevailing in the member countries.

For the countries now undergoing a transition from the planned economy to the market economy, one of the most urgent problems is to provide a minimum income and determine the best rapport between rising consumer prices, pay and pensions, as well as to index social assistance. Social protection issues are closely linked to demographics, including the family structure and trends in migration. In Russia, the economic crisis has brought about some very serious problems in the social sphere. The nation's health is deteriorating, the population is ageing more rapidly, there has been an increase in migration and in the number of refugees and the threat of mass bankruptcy is seriously threatening employment.

All this, of course, increases very considerably the burden on the social security system, at the very time when contributions are falling sharply. The employment situation is one of the main factors in this regard.

Unemployment as a social phenomenon has a very special meaning in Russia's circumstances. We must bear in mind that in our country there is a way of thinking conditioned over a period of decades, and that the population has not adapted at all to the new circumstances.

Massive unemployment involving millions of people in particular in remote regions where people very often have nowhere to go if they are laid off, could indeed become a social trigger for a very considerable force.

That is why our trade union association believes unemployment is the most acute problem at the present stage of our reforms. We are in favour of setting threshold limits for unemployment, developing effective jobs programmes and introducing state sponsorship of bankrupt enterprises.

The organization of medical insurance, pension benefits, social allowances, and maintaining social structures for children's vacation homes, workers' health and prevention of occupational diseases requires a more flexible approach. Especially now, as we are laying the basis for a market economy, we need to create mechanisms for social protection to provide the less privileged strata of the population with access to education, health care and social assistance.

We are convinced that during the transitional period it will be extremely important to create a multistage social protection structure with, however, a dominating role to be played by state social insurance.

We object, however, to any attempt, be it by the Government or the Parliament, to exclude trade unions from participating in the management of social insurance funds. We believe that the best solution here would be the principle of a tripartite approach. A draft law to that effect has been preprared by our trade unions and has been submitted to Parliament.

We are aware of the practical influence of the ILO in this regard. This influence stems not only from the very practical significance of adopted Conventions, ILO seminars and conferences, but also from the spirit of cooperation and mutual understanding which is shown by representatives of governments, employers and trade unions in the course of their joint work.

We would like to express our satisfaction with the ILO's Budapest mission and the cooperation we have had with it. Its experts helped in the preparation of a seminar in Moscow for Russian trade unions, in spring of this year.

We trust the ILO will in future pay still more attention to the problems experienced by countries embarking on the road of a market economy, fostering observance of ILO Conventions and Recommendations not only by the employers and the workers, but also by the governments of these countries. It is our common duty to ensure that such values are upheld and to endeavour to solve social problems by peaceful means. We also believe it is our duty to maintain the standards of social guarantees which are enshrined in these Conventions and Recommendations.

We are in favour of cooperation on an equal footing with the Government and employers. We want to have a joint search for mutually acceptable solutions in all spheres of social and labour relations. The trade unions showed this readiness and good will by signing the general agreement for 1993, despite some dissension. I can note with satisfaction that the Government of Russia is beginning to realise that it cannot successfully carry out the reforms without the cooperation of the employers and the trade unions. I am convinced that the ILO will support our efforts, which are aimed at overcoming the restriction and diktat which characterized relations with trade unions in the past and from time to time manifests itself in certain circles to this day.

Our federation greatly appreciates the ILO's position concerning the defence of freedom of association. Any violation of trade union rights and freedoms in any country must be met with an appropriate response from the ILO and a show of overall solidarity by the entire trade union movement. The Federation of Independent Trade Unions of Russia is naturally an ally of all forces of reform in the country which are genuinely in favour of democracy and want to strike a balance between the economic interests of all the main strata of society.

For most workers, the transition will inevitably bring some misfortune and hardship. But this need not – and must not – be without limits. The price must stay reasonable. The trade unions wish to abide by their basic fundamental principle to ensure social justice and keep civil peace in our country.

There simply is no aim which can justify employing any means and can warrant hurting so many people. And there can be no ready-made solution or universal panacea for all countries. There must be scrupulous consideration of national particularities and the real condition of the economy, the social consequences of past political and economic decisions and, finally, a good deal of common sense. These must become the mainstay of reform. We need to have a proportional distribution of the burden of the economic crisis between labour, capital and the State. This is the main task which we now must tackle.

Only thus, will we be able to see to it that the interests of Russia will organically include the interests of its workers, its employers, and its Government, while excluding no one.

This is indeed a guarantee for a peaceful process of reform in Russia. We are convinced that the International Labour Organization will lend its support in our noble endeavour.

Original Russian: Mr. BEISENOV *(Minister of Labour, Kazakhstan)* – May I first of all congratulate the President on his election to this important and honourable post. I would also like to congratulate Mr. Hansenne on his re-election as Director-General of the International Labour Office and wish him every success in his work.

It is indeed a great honour for my country, Kazakhstan, to be a fully-fledged Member of the ILO and to participate in the work of this session of the Conference. On 1 June 1993 we had the honour, on behalf of the Government of Kazakhstan, to send an official letter to the Director-General, of the International Labour Office, Mr. Hansenne, informing him of Kazakhstan's full membership of this authoritative international organization.

We are aware of and appreciate the importance and responsibility of this role, and we shall endeavour to become a worthy Member of the ILO. Therefore we would ask the leadership of the ILO and its committees to involve us in all activities, so that we can acquire experience and knowledge of basic ILO activities and aims.

We also call upon our colleagues and the ministers of labour to share their experience with us and provide assistance.

If I may, I would like to say a few words about Kazakhstan. It is a new and large independent country. More than 100 countries have recognized its independence. During the two years it has enjoyed sovereignty and independence, it has become a fully-fledged member of the United Nations, has joined many international financial, economic and social associations and established diplomatic relations with more than 20 countries.

The President of the Republic of Kazakhstan, Mr. Nursultan Nazarbaev, and the Government are now actively working to ensure that Kazakhstan becomes an economically developed, democratic and modern State as quickly as possible. We have every chance of succeeding in this. You know, of course, that Kazakhstan is not only an agricultural republic, it is also relatively industrialized. Industry includes machine building, chemicals, ferrous and non-ferrous metallurgy, coal mining, oil and gas.

Of course, this vast potential needs to work for the benefit of the human being, to satisfy his daily needs and concerns. In this connection, we are currently undergoing a transition to a market economy and experiencing all its positive and negative effects. Measures are being taken to privatize state property and we are evolving new methods and forms of management for economic and social processes. We are also building new markets for the means of production, securities, and a housing market. Of course, we also are creating a labour market. We already have some unemployment. Growth always brings with it problems of employment, training, retraining for the unemployed, labour protection and migration. However, so far, we have very little experience or methods of work. We are short of experts to deal with problems relating to employment, labour protection, training skilled workers, social development and technology, and we are sadly lacking in up-to-date methodology. Kazakhstan is a young State in Central Asia and is hoping for technical assistance from the ILO to resolve these problems.

We have examined the ILO's programme and budget proposals for 1994-95, and we believe there should be a special reference to the provision of technical assistance to the new Central Asian States, such as Kazakhstan, Kyrgyzstan, Turkmenistan, Uzbekistan and Tajikistan.

Of course, we in Kazakhstan and the other Central Asian Republics are very interested in the idea of social partnership, labour management and technical cooperation. The reports and statements read yesterday and today contain many helpful ideas. We have received a lot of information and pamphlets from the ILO. All this is extremely useful. However, I would like to put forward a proposal – perhaps you could open a small ILO office in our region sometime in the future which would be a great help for the five new Central Asian Republics, which have a population of more than 60 million people. A possible location would be Alma Ata.

The ILO's important role is known throughout the world. Its authority is growing day by day in terms of its activities and contact with other countries. The Government of Kazakhstan would like to express its gratitude to the Director-General of the ILO, Mr. Michel Hansenne, for the very successful work carried out by ILO experts at seminars and other training courses and in particular the work done by Messrs. Maier, de Vries Reilingh and Duiker and other experts. Very recently, the ILO held a successful conference in Ankara and, in cooperation with the Government and Ministry of Labour of Turkey, we discussed all problems concerning social partnership, employment, labour protection and social protection for the population. Kazakhstan is participating and keen to continue participating in all other ILO activities and is trying to support all activities which may be of use to it.

Kazakhstan is a major Republic and together with the other Republics is a very specific and new region for the ILO to deal with as I have mentioned before. I would therefore suggest that it would be extremely useful for us if the International Labour Office were to include representatives of Kazakhstan and other Central Asian Republics among its permanent staff in Geneva. This would also be of major use to the ILO and it is bound to have a very great effect on our involvement in ILO activities and on a practical level with the new Central Asian Republics.

There is yet another phenomenon which I am duty bound to mention – namely issues surrounding migration and population displacement. In this connection, we would like to appeal to you and to the Office of the UN High Commissioner for Refugees. Since independence, many of our citizens would like to return to the fatherland they were once forced to leave. I would like, through the ILO and its leadership, to appeal to the Office of the UN High Commissioner for Refugees to provide material assistance in this matter, as our new Republic cannot afford to do so.

In conclusion, I would like to say that I hope that we shall complete our Conference successfully. We have read very carefully all the documents, and we believe that they are extremely objective and give a true picture of the situation. I would like once again to thank the President of the Conference, the Director-General, and all participants of this session of the Conference. I would like to wish you good health and success in all your endeavours.

Original Spanish: Mr. GIRONDA *(Minister of Labour and Social Development, Bolivia)* – I should like to present my best wishes to the President and to congratulate him on his election. I should also like to congratulate the Director-General and express the wish that his new term may be as fruitful as the last. May I further welcome all the new member States of the ILO.

I should like to make the following comments on the first part of the Report of the Director-General concerning the evaluation of the social insurance and social protection schemes of member States.

We share the Director-General's concern regarding the causes and consequences of the structural crisis in social security schemes throughout the world and we underscore the need to study substantial reforms in order to adapt them to the present requirements of each country and of the men and women who suffer the adverse impact and traumatic consequences of the crisis.

It is essential that such schemes be modernized, taking into account economic, political and social factors, the distinctive characteristics of individual countries and the global aspects of the problem.

Coverage must also be extended. To that end, the Government of Bolivia has adopted two important measures: it has established a health insurance scheme for professional drivers covering some 250,000 beneficiaries and, under Presidential Decree No. 23462, it has set up an inter-institutional commission to carry out technical studies on the introduction of social security benefits for some 800,000 workers in the informal sector.

It is important to improve benefits and their scope, which have greatly deteriorated in recent years.

A further basic prerequisite for the development of social security schemes is the modernization of institutions and of the administration of services, making them less bureaucratic and more technically oriented.

Schemes must also be adapted to the circumstances prevailing in each country. However, it is essential that the users, that is to say the workers, assume responsibility for the administration of such services through technical and administrative machinery.

The State must also play its part through more effective and appropriate controls, allowing users to choose freely whatever scheme best suits their needs. Recognizing individual men and women as the core element of society, the architects of development and decision-makers in their own right implies protecting them from totalitarian interventionism and enhancing the status of the individual who has such an enormous contribution to make to society. The traditional relationship must be reversed: first the human condition and then the political system. It is essential that individuals be left to seek and choose their own destiny because attempts to turn societies into pieces of clockwork deprived of freedom of choice impede the economic and cultural development of peoples.

In the case of social protection schemes, we must explore in greater depth and develop still further the criteria and activities whereby all problems relating to the better protection of social rights may be addressed. In this connection, the Government of President Zamora of Bolivia has succeeded through its policies in making Bolivia's inflation rate the lowest in the continent. Its economy has grown at a rate of 3.5 per cent up to 1992 and a growth of 4 per cent is forecast for the current year. The share of the private sector in economic activity, especially in the export sector, is greater than that of the public sector. The State no longer concerns itself with setting up enterprises but rather with investing in human capital, society's most important productive force – investing more in education, health, housing, infrastructure and the creation of a healthy environment. There has been a marked decline in the child mortality and illiteracy ratios and a considerable increase in foreign reserves and domestic savings. Lastly, we have had a stable economy for the past eight years. Moreover, for ten years our country has been a democracy and may be viewed as a shining example of political development.

With regard to the second part of the Report of the Director-General, we warmly welcome all the action taken by the International Labour Organization to secure compliance with international standards and respect for human rights. We are aware of the importance of these two dimensions of modern society. We are living in the era of human rights and Bolivia has therefore joined the international community in establishing a joint line of action for human rights throughout the world and in our own country.

President Zamora has worked and continues to work towards implementing his proposal regarding the operation of the international fund for the development of indigenous peoples – a policy designed to afford social protection to millions of men and women of our continent.

It should also be noted that the Government of Bolivia strictly complies with international standards designed to prevent discrimination in employment. At the same time, it is pursuing policies designed to generate more and better jobs by setting up special mechanisms for the purpose.

In spite of the low prices for tin in the international market and the crisis in the mining industry, major steps have been taken to protect the mining sector as a source of income for the country and of employment for the workers. It is hoped that risk-sharing contracts with foreign capital will attract more substantial investment with a view to solving economic, technological and social problems.

With regard to freedom of association, the Government of President Zamora has been second to none in complying to the letter with standards of freedom of association and trade union activity. Decree No. 22407 contains an entire section endorsing and guaranteeing trade union rights and for the first time recognizing the status of trade union leaders.

With regard to labour inspection, we have increased the number of inspectors, who are subject to strict control in terms of qualifications and efficiency.

The Government of Bolivia has, after 51 years, prepared a draft General Labour Law, drawing on the advisory services of ILO experts. On completion, the draft was submitted to the employers' and employees' organizations, which have not yet reacted officially to the text although they have taken note of its content.

Retraining facilities were provided for 16,000 workers during the period 1989 to 1992. It is proposed to train a further 16,000 workers to join the labour market in 1993. A major boost has thus been given to the training of human resources.

Two practical measures were adopted with a view to generating collective awareness of health and safety in the workplace and protection of the work environment: implementation of the national workers' health plan and the national campaign for health and safety in the workplace. President Zamora endorsed these activities in a presidential statement in which he urged his ministers and employers' and employees' organizations to play their part in ensuring health and safety in the workplace.

Problems relating to children, women and the family have been addressed in a highly responsible way by ONAMFA, a body run by Mrs. Rosario Paz Zamora, who has devoted considerable attention to these important issues.

Another major component of government action has been the urgently needed modernization of labour relations, whose most effective tool is dialogue. Five decades of confrontation and conflict have taken their toll of the economic and social forces involved. Hence the crucial need for consultations and dialogue.

In fulfilling the new tasks of the ILO and its member States, it is important to take into account the new means of creating and producing wealth which are appearing throughout the world: the new cultures of freedom and democracy to which virtually all countries of the world have adhered, the changes in political systems, the breakdown of dominant ideologies, the impressive social movements which are causing upheaval amongst nations, the dislocation of geographical maps which until yesterday had seemed immovable, the destruction of apparently stable value systems. All these make us think that international organizations must also change in order to better adapt to new realities and satisfy the requirements of their member States. Not only are standards required. We must understand one another's specificity, existing problems and the changes undergone. The ILO has put its stamp on international legislation in the labour field but the significant changes in the world are leaving the ILO behind. The ILO should be able to anticipate events and regulate labour relations; but today it is the events which are driving the machinery of the International Labour Organization. That is why we must emphasize that the ILO must tune itself to the changing economic and political world. The ILO must be modernized and democratized in order to make it more effective and to satisfy the requirements of the nations which form it.

The present day world has brought with it many changes whose strength has shattered myths and paradigms, paralysed movement, reanimated struggles and generated confusion and despair. To determine the urgent measures needed to overcome the traumas of the world of work, I have the following proposals to make: (1) We must renew the spirit of entrepreneurship in order to create a new generation of entrepreneurs who are prepared to play their role in the new international economy. (2) We must implant social democracy in the workplace in order to develop economic relations and give impetus to productive changes. (3) We must promote a new culture of production, work and investment. (4) We must establish consultation as a principal for harmony and social consensus in order to remove conflict from labour relations. (5) We must redefine the role of the State in labour relations. (6) We must reform the vision, the conduct and the action of trade union organizations. (7) We must give more value to human labour, as a recognition of the dignity of man. (8) We must accelerate the acquisition of skills and training in order to assimilate new technologies. (9) We must develop initiative and creativity and prepare for the future. (10) We must preserve the safety and health of the workers and their working environment. (11) We must fight for an open society which will make of man the protagonist of freedom and democracy.

Original French: Mr. KAMOUGUE *(Minister of the Public Service and Labour, Chad)* – My country, Chad, belongs to the group of nations which the international community calls the poorest countries, the least advanced, or the fourth world. Its plight is due to a series of internal crises, characterized by the stifling of freedom, political instability, and an infernal cycle of violence, which has led to the total dismantling of the State.

These various events have been compounded by foreign interventions in the context of border disputes and fraticidal civil wars, which have not only prevented the emergence of democracy and the rule of law, but have also undermined national cohesion and dashed the chances of social and economic development, and hence, of a social security system.

The Sovereign National Conference of Chad, which opened on 15 February 1993 in N'Djamena, has carefully examined the political, economic, social and cultural situation of our country in the past 30 years in order to identify the ills afflicting the Chadian people and devise a suitable shock therapy.

I am honoured, at the end of this historical event, to be the first Chadian minister to take the floor before this august assembly, the International Labour Conference, and to proclaim our solidarity with the ILO and transmit this message of peace and hope on behalf of our people.

Before I continue, allow me to congratulate the President on his brilliant election to guide the discussions of this 80th Session of the International Labour Conference. His personal, human and intellectual qualities, together with his long experience of social questions, were certainly determining factors in the choice of the delegates. We are assured already that his dynamism will give impetus to our debate, and that his farsightedness will help the developing countries to overcome their problems and to achieve an acceptable level of social development at the end of this millennium.

The need for security is as old as the world. Many kinds of systems have been put into place so far, but they have not yet come close to providing suitable protection to all members of each society. These systems range from "group institutions" (the family, the village, the clan, the tribe), to modern contributory systems of social security, including various other systems such as individual savings schemes, mutual benefit societies, provident funds, etc.

The present level of contributory social security schemes varies from one country to another because these schemes do not often generate wealth but are simply used to redistribute income. Therefore it is clear that their evolution is linked to the economic development of each country, a fact which led J. J. Duperoux to say: "tell me what the level of development of your social security system is and I will tell you what the level of development of your country is".

As I have said, my country is one of the poorest countries. The series of crises it has experienced has endangered national solidarity and lowered the chances of social and economic development, and therefore of better social security.

In fact, the Chadian system of social security, which is confined to modern sector workers, only covers two major risks – family allowances and occupational accidents and diseases. Old-age, invalidity and survivors' pensions, created in 1978, only became operational in 1983. Thus, only three types of risks are covered by our social security system.

A draft social security code has been prepared by the Government with the ILO's valuable assistance, since 1987 but, because of a lack of funds, we have not been able to have the text examined by the social partners and it therefore remains in draft form. This is also true for the revised Labour Code which still languishes with the administration.

I am sure you will agree that social security in Chad could be better; indeed we place our hope in the transitional government installed by the Sovereign National Conference, and charged with implementing a programme of action which includes the following social aspects: the annulment of dismissals and forced retirements; the regular pay of salaries and pensions to civilian and military personnel, including the payment of back wages which amount to about six months, on average, for a total of 10,000 million CFA francs, or 200 million French francs (negotiations are under way with the major trade unions to ensure social peace); the reintegration into the active life of those who are returning from exile; and lastly, provisions banning the Government from borrowing from the National Social Security Fund, and requiring it to repay outstanding loans.

The "autopsy" which was undertaken by the 800 delegates at the Sovereign National Conference did not spare anyone. The Chadian State, under the various governments which have succeeded one another since the Popular Salvation Movement came to power in 1990, has been led to bankruptcy. The shock therapy to be administered will spare no one. Sacrifices will be unavoidable. All, without exception, whether employers, workers in the public and private sectors, those who govern and those who are governed – none will be spared the obligatory measures for economic recovery. It is through peace, dialogue and transparency in the management of public affairs and trust that this recovery will come about. The transitional government set up on 11 April is asking the social partners, national and foreign, to take part in this great effort. The Chadian people alone cannot succeed, and they launch an appeal to the international community to help us as it has done in the past. On behalf of my Government, I thank you in advance, and assure you of our commitment.

The underdevelopment or lack of development of some member States of our Organization is often structural in nature. The models which we inherited from the colonial era reflected a certain political philosophy of domination and subservience. Unfortunately, our first governors were not able to adapt them to the new context. Since the late 1980s the concept of multiparty democracy has come into fashion, and is touted as a panacea which can cure all the ills affecting our countries, in spite of the worldwide economic crisis and the constant fall in the price of commodities.

Chad is now undertaking a process which has been fully discussed and jointly decided by the representatives of the different social groups in our country. Each element of our mandate is a major challenge to our people. On our success depend future generations. Chad has shown that it could make war. Now it must show that it can also make peace and ensure the well-being of its people. The implementation of the decisions of our National Conference will require major sacrifices. In particular it requires coherence between our social expectations and our budgetary constraints, which we hope to achieve through a social pact to be negotiated with the social partners. Social peace through a social pact, political stability, and the commitment of the international community in supporting our national effort are the keys to our success.

Mr. ZHARIKOV *(representative of the World Federation of Trade Unions)* – First of all I would like to congratulate the President and all members of the bureau who have been elected to lead this historical session.

The Director-General, Mr. Hansenne, is to be congratulated on the selection and comprehensive coverage of current problems in the field of social insurance and protection, and on the important proposals he has made for national and international action to deal with some of those problems.

With the development of civilization, humanity differentiated itself increasingly from the lower animals whose only law is that the strong eat the weak in order to survive and continue.

However, while drawing on the lessons of history, we should never forget the decisive role played by organized workers, by their trade unions, in the emergence and development of social security as a public policy. Nor should we forget that the great social revolutions in the early part of this century played a very decisive role in this field and indeed led to the creation of the ILO in 1919.

By this we are not trying to claim all the credit for the trade union movement and its allies, but we do wish to draw attention to the fact that only through the encouragement of organized labour and its concerted actions to uphold workers' rights and social demands can steady progress be made in implementing the decisions taken by us here at this Conference with the aim of developing and extending the coverage of social security schemes.

What is also missing from the Report is the role of so-called "anti-social policies" in the recent deterioration of social security systems both in the developed and developing countries. The adjustment measures recommended by the International Monetary Fund as a universal remedy resulted in drastic cuts in allocations for social security measures. Although it is accepted that the success of economic reforms requires an effective social safety net what is being done in practice seriously undermines the existing social protection schemes, and this is to be deplored.

The World Federation of Trade Unions at the fifth world trade union congress in 1962 adopted the Social Security Charter and updated it at the tenth world trade union congress in 1982. The trade union strategy for the 1990s elaborated by the twelfth world trade union congress in 1990 developed this policy, underlining the fact that social security is the fundamental task of all trade union organizations.

We think it is also necessary to examine how the current drive towards privatization affects the future of social insurance and social protection. The economic and social cost of the scorched-earth methods practised in the eastern part of Germany, the so-called "shock therapy" which is now *en vogue* in several countries, as well as the widely practised policy of privatization need to be comprehensively assessed, since all of these are of great relevance to our present discussion. We feel that the command method, which failed in the formerly centrally planned economies, should not reappear in the guise of a command method of privatization.

The existing tendency is also to transfer the State's responsibility in the field of social protection to the private sector and to the individuals concerned, in order to achieve the desired cuts in the state budget.

It is said that the current global recession is the worst since the crisis of the 1930s. The major lesson of the 1930s was that an adequate social safety system should be built into a modern state structure, since market structures are extremely vulnerable in times of recession and crisis. For this, active state intervention was considered desirable and essential.

The rampant inflation which accompanies the economic reforms in some countries is gravely undermining social security budgets and funds.

One of the greatest challenges currently facing social protection systems is the overall stagnation in the labour market and the constant growth in mass unemployment, which reduce the volume of social security contributions and lead at the same time to demands for increased payments from social security funds.

As well as analysing the correlation between social security protection and employment promotion programmes, it is also necessary to consider social protection in relation to current demographic trends, changes in family structures, and the growth in labour mobility and migration.

We would therefore like to invite the ILO to undertake, as part of its programme of work for the next biennium, the necessary research and make appropriate recommendations in such areas as: problems of social protection in the transition period; the role of social protection in labour market regulation; and relations between social protection institutions and government bodies.

We are living in a period marked by a tremendous desire for greater solidarity, cooperation and emancipation. But what is the situation in the world today?

Contrary to the wishes of peoples, the dominant powers are seeking to assert the interests of big business in matters concerning development, social and humanitarian policies, rights and freedoms, peace and security.

Neoliberal recipes are being applied in developed and developing countries alike, the result being higher unemployment, the excessive use of women workers, child labour, the jeopardizing of social gains, and attacks on freedoms, the right to strike and trade union rights, which have even led to the disappearance and murder of numerous trade union activists. Moreover, purchasing power in the countries of the developing world has continued to decline as a result of the plundering of their resources, the growing inequity of the terms on which they trade, the heavy burden of debt servicing, the limited access to technology and the growing domination of the transnational corporations in their economies.

This situation perpetuates and exacerbates underdevelopment and its tragic consequences: malnutrition, poverty, destitution, illiteracy, the destruction of the natural environment and the spread of disease. In such conditions, the inequalities between dominant and dominated countries are widening, creating a real time bomb. In short, disorder, insecurity and conflict are increasing on every continent and are further aggravated by the militarization of economies, arms sales being one manifestation of this. Corruption is the common feature of many of those in power. These among others are the real manifestations of the so-called new world order.

In such conditions it is no exaggeration to say that the demand for a new system of international relations is being hijacked, and, the right to interfere has been substituted for the duty to promote real cooperation. Should this trend not be reversed?

Given such prospects and policies, should we not be engaging in a struggle to take up the challenge and place greater emphasis on satisfying the needs of peoples for equal choices, development, respect for their identity and for their political, economic and cultural independence? And how is this to be done?

For the trade union movement, this constitutes a challenge to its capacities to play its proper role in every country. What is needed is a profound renewal to help us meet today's challenge while respecting our diversity and differences.

For the ILO and all its constituents, it is also a challenge to confront a new world completely different from yesterday's. In this regard, we appreciate the proposals of the ILO to base its policy and activities for 1994-95 on three main priorities: the development of democracy, the fight against poverty, and the extension of social security. In our opinion in this wider view the ILO should also be involved in the preparations for the World Summit for Social Development, to convey the serious and comprehensive message from the labour world that the recent short-sighted policies, which have seen things in terms of one irreversible and linear movement, underestimate the real situation, which is more complex and contradictory. As history shows, the expression of the needs of people and society, has the potential to change completely what seems to be the established order.

It seems that the situation in the social and labour fields is not an ordinary one, and the solutions we seek cannot be ordinary either.

If we regard tripartism as an effective mechanism of labour relations for the future, we have to create equal opportunities for all its elements. The reality is quite different, above all at the national level, where the workers' side – the trade unions – is constantly suppressed and marginalized. This is a dangerous situation.

That is why we have to establish a goal for the ILO to aim at and work out a labour relations formula which will guarantee the existence of trade unions as a strong partner, and we must also create the right conditions for that – political, juridical, material, etc. It is true that trade unions themselves bear a great part of the responsibility of adapting to the situation, but not less responsibility lies on the other side.

This is a high challenge that time has placed before the International Labour Office, its leadership, and all of us. We have to realize that we cannot avoid or evade this challenge. We must confront it.

Original Spanish: Mr. DEL RÍO DOÑE *(Workers' delegate, Dominican Republic)* – We congratulate the President on his election and wish him every success in this difficult task of analysing the Report of the Director-General of the ILO and the items on the agenda of this 80th Session.

The Dominican Republic shares the island of Hispaniola with the Republic of Haiti. It is situated in the central Caribbean, and this is part of the Americas. The Dominican Republic has around 7.5 million inhabitants. During its history it has fought valiantly to achieve its position of dignity amongst free peoples.

In 1844, after many struggles, we achieved independence from Haiti under whose rule we had lived for 22 years and then we achieved independence from Spanish rule, in 1865. Our people also had to bear the burden of United States intervention lasting eight years, from 1916 to 1924, and in 1965 the United States intervened for a second time under the false pretext that our constitutional April revolution was controlled by Marxist groups.

We workers are those who produce the national wealth, especially our women who work in rural areas and in the city. They have always been the protagonists in our hard fought struggles, in the suffering and hopes of our people. Having experienced under one of the bloodiest tyrannies of Latin America under General Trujillo from 1930 to 1961, our people achieved freedom and democracy as a result of great sacrifice. It was only 32 years ago that we were able to overthrow the dictatorship which oppressed us. Although democracy and public freedoms were conquered with great effort, the fight for full trade union freedom continues and it is still a fundamental objective to be achieved along with others, if we are to ensure the full dignity of our workers.

When the dictatorship collapsed in September 1961 we established a United Workers' Front for Autonomous Trade Unions (FOUPSA). This unitarian experience rapidly came to an end under the influence of the Cold War and that of certain political parties, and because there was a lack of awareness amongst our working class. Today the workers have not been able to achieve a lasting trade union unity and this makes us weaker, especially since only 10 per cent of our workers are organized.

As an underdeveloped country where the International Monetary Fund and the World Bank have imposed their conditions, which are monetarist, and where governments elected by the people have failed to respect the national commitments which they made, or meet the expectations placed in them by the workers, we still have many problems of a human, economic, social, political and ethical as well as moral kind, the brunt of which must be borne by the large majority. Even after 32 years from the shackles of dictatorship the workers and the people have still not achieved human development, and the same is true of the great majority of countries in Latin America, where only a small group of privileged persons enjoys the wealth which belongs to us all.

There is a glaring lack of social security systems, which could provide workers' families and the whole population with real social services from the time of birth up to the moment of death.

Unemployment is still one of the major scourges for the economically active population despite the establishment of so-called export processing or free zones which in our country employ 140 million people; they are the second largest employer.

This situation and the low wages paid have led to the growth of an informal economy to satisfy the basic needs of thousands of workers who cannot subsist on the wages paid by the State or our factories.

There are also the problems of the concentration of land in few hands, notwithstanding the existence of a set of laws which, if applied, would lead to social justice in agrarian reform. Here I would like to pay tribute to Doña Florinda Muñoz Soriaro (Doña Tingo), a peasant woman and martyr of Christian trade unionism who founded the Classit Trade Union Autonomous Confederation (CASC) and who was murdered by the land owners during the struggles for the right to land ownership.

The inflation in 1990 was 106 per cent. It was reduced to 7 per cent by the end of 1992 – a major achievement – although because of the accumulated inflation from past years, our workers still do not have enough income to allow them to acquire the goods and services which they need to live in dignity as human beings and children of God.

We are now making a demand for a general increase in wages which we hope will help us improve our present situation.

Critical poverty and its adverse consequences are still plaguing us despite the great efforts being made by the active forces of the nation to improve the fate of the Dominican people and of more than a million of our brother workers from Haiti who have come to our country in search of a better life, just like the Dominicans who each year try to cross the Mona Passage in unstable boats to Puerto Rico and from there to the United States (many die during the crossing). Others go to Europe in search of a more human destiny, although many are sent back by the immigration authorities and their hopes are dashed.

The evils besetting our nation cannot be solved under the present conditions imposed by the IMF, the World Bank and the so-called Club of Paris.

Our foreign debt, has already been paid in human terms many times over, and so it is totally unacceptable that we should continue paying it since it deprives us of an important part of our annual budget. In addition, the prices for our agricultural products, sugar cane, coffee, cocoa and others, as well as the prices for our minerals which are imposed upon us by the rich countries create new forms of injustice, imperialism and dependency which, together with the foreign debt, make it impossible for us to achieve the development we so badly need.

We denounce the enforcement of new liberalism with its savage recipe of the free market devoid of any social awareness or human solidarity. It is unethical and immoral to impose it upon us as a solution to our problems. It only compounds the problems of our national production and creates other problems, such as unemployment, and reduces the role of the State to a minimum. And so the rich countries become even more powerful and those of the Third World even less developed. The rich become richer and the poor become more deprived.

Despite all these problems and difficulties, we the organized workers continue our struggles. We have not lost faith and hope. We have understood and are determined to pursue the path of tripartite dialogue in the search for genuine social consensus.

The hierarchy of the Catholic Church has been one of the champions of dialogue with its moral authority. The ILO has also promoted many important tripartite meetings in our country.

Last year we were able to establish a new Labour Code as a result of this dialogue. Despite certain difficulties in its practical application in some sectors, especially as regards trade union freedom and trade union protection *(fuero)*, we are now discussing regulations for its application.

Trade union education continues to be a permanent objective for the achievement of a class consciousness and for people to shoulder their responsibilities in organizational development.

We owe sincere thanks to the ILO for its technical assistance to workers' organizations and for the fact that this assistance is provided in an equal and egalitarian manner in our country.

We have not lost hope and we are convinced as men of faith that we – the Dominican workers – will achieve full trade union freedom and that we will bring about, with the unified support of all the workers, in both rural areas and the cities, an organized movement which will enable us to make tripartite discussion an effective instrument to achieve peace based on social justice.

Mr. BOATENG *(Minister of Employment and Social Welfare, Ghana)* – I congratulate the President and other officers on their well-deserved election to preside over the deliberations of the 80th Session of the International Labour Conference. It is the sincere belief of the Ghanaian delegation that the President will bring to bear on our deliberations the rich and mature experience which he so eloquently exhibited during the last OAU Labour Commission Meeting in Cairo.

I would also like to congratulate the Director-General on his re-election for a second term of office and commend him on the quality of the Conference Reports which he has devoted to the development of the system of social protection in member countries and to the role of the ILO in promoting levels of effectiveness and efficiency in its technical cooperation.

The challenges facing many developing countries, largely as a result of constraints imposed upon their economies by the unjust international economic order, have not only created psychological, social and cultural shocks, but have also created serious social imbalances and unacceptable disparities in the wages and incomes of working people.

In many countries, the problems have assumed critical dimensions despite structural adjustment programmes. Thus the foundations of our social security patterns which we have painstakingly built over the years have been severely affected as many of our countries struggle to meet the basic needs of humanity.

Against this background we have a historic obligation to work towards not only improving the quality of life of our people during their working days, but also to provide security for them during their retirement.

The choice of the theme for this Conference – social insurance and social protection – amply drives home this message.

Building a sustainable social security system calls for new approaches, new strategies and new attitudes on the part of governments, industrialists and working people. In modern societies, it is not possible to initiate and master social change without first understanding the economic background.

It is our sincere expectation that this understanding will emerge from our debate here and generate initiatives to help enrich our respective experiences and types of social security systems.

On attainment of independence, Ghana embarked on an intensive socio-economic and industrial programme aimed at improving the quality of life of the people. This programme, which resulted in rural/urban migration undermined our traditional socio-economic structures and led to insecurity of workers in their old age.

The synthesis of this was the introduction of a provident fund with a national dimension to provide a satisfactory income security for Ghanaian workers, which was to be converted into a pension scheme after five years.

Because the provident fund was not fulfilling the basic essence of social insurance due to various socio-economic factors, the Government of the Provisional National Defence Council established a pension scheme in 1991 to provide a social insurance scheme for all workers in Ghana.

My delegation would like to place on record Ghana's appreciation of the ILO and the International Social Security Association for their invaluable advice, support and assistance in converting the provident funds scheme into the Ghana Social Security Pension Scheme.

The new pension scheme offers monthly pensions during old age, as well as invalidity and lump-sum payments to survivors of deceased members of the scheme. Pension payments range from 50 to 80 per cent of the best three years' salaries with a minimum contribution period of 240 months and payable on reaching the age of 55 and above. The pensions are reviewed periodically and indexed to any wage increases offered to workers in the country.

Another interesting aspect of the new pension scheme is that it offers wider coverage to benefit workers from both the formal and informal sectors of the economy. Workers in the security agencies are, however, exempted from this scheme because of the nature of their work.

To ensure the continued viability of the scheme, which is self-financing, the trust is investing in high-yielding but low-risk ventures. In fact, with the current healthy and competitive economic environment, the trust is investing in treasury bills, government stocks and bonds, equities, and others.

The need to sustain the good health of workers, both in their working period and in their old age, has influenced the trust to finance the building of hospitals and clinics throughout the country to be run by the Ministry of Health.

Again, the trust continues to build workers' flats to help solve the housing problems confronting workers. Furthermore, the scheme is offering loans to students in the tertiary institutions as its modest contribution towards the human resources development of the nation.

Notwithstanding these positive developments, it is important to mention some of the difficulties facing the scheme. These include: (i) mobilizing contributors and keeping accurate records which would be readily accessible to them; (ii) managing the funds well enough to sustain the scheme; (iii) developing prompt and accurate systems of payment of pensions; (iv) galvanizing maximum public support for increased membership and sustaining their interest in the scheme to ensure its successful operation.

The task of making the scheme more responsive and attractive to the socio-economic needs of the contributors and society shall remain the single major responsibility of the trust. In pursuit of this objective, my delegation believes that Ghana can continue to count on the technical support and assistance of all friendly countries and international organizations specialized in social security.

The Director-General, in Part II of his Report, has recounted the several activities of the ILO during the year 1992. Ghana, as usual, benefited from some of the technical assistance programmes. These included support for the development of a labour market information system, the joint ILO/UNDP umbrella programme for sustained employment generation, and the institutional strengthening of my Ministry to respond positively to its task of initiating and managing employment policies. Again, we continued to enjoy the facilities of ARLAC in its training programmes and do hope that this will continue in the years ahead.

On development in South Africa, Ghana would like to reiterate its support for the positions taken by the OAU, the United Nations and the ILO in respect of the total emancipation of, and majority rule for, the peoples of South Africa. The loss of Chris Hani and Oliver Tambo, two illustrious sons of South Africa, should serve as the final pacification for the achievement of national unity in the march towards political and democratic rule.

Ghana therefore appeals to all the factions and racial groups to eschew violence and exercise the greatest restraint in the search for a just, fair and lasting solution to the problem of apartheid.

In conclusion, I wish to convey to this august Conference the warm and fraternal felicitations of the Parliament and Government of the Fourth Republic of Ghana, inaugurated on 7 January 1993. As part of its constitutional and democratic responsibility, our Government and the legislature will study the concerns expressed by the ILO Committee of Experts on the Application of Conventions and enact labour laws that will conform to the provisions of international labour Conventions and Recommendations for the benefit of all our people.

(The Conference adjourned at 4.45 p.m.)

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No. 7 – Monday, 7 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Fifth sitting

Friday, 4 June 1993, 10.15 a.m.

Presidents: Mr. Abdel-Hak and Mr. Bustos Huerta

Second report of the Selection Committee: Submission and adoption

Original Arabic: The **PRESIDENT** – In the name of God, the Compassionate, the Merciful. The first item on our agenda today is the second report of the Selection Committee which appears in *Provisional Record* No. 5A.

Have you any comments or objections to make? If not I shall consider that the report is adopted.

(The report is adopted.)

Reports of the Governing Body and of the Director-General: Discussion *(cont.)*

Original Arabic: The **PRESIDENT** – Before giving the floor to the first speaker on my list, I would like, on behalf of the Conference and on behalf of all of us present here, to welcome Bosnia Herzegovina and to congratulate this new State which has just become a member State of the ILO, bringing the number of members to 165.

Original Arabic: Mr. **AL-KHALIFA** *(Minister of Labour and Social Affairs, Bahrain)* – In the name of God, the Merciful, the Compassionate! I have pleasure in extending to the President, on my own behalf and on behalf of the delegation of Bahrain, our warmest congratulations on his election to the presidency of the 80th Session of the International Labour Conference. It is an admirable token of international confidence in which we take pride, a tribute to the role of the Arab Republic of Egypt in promoting peace and social justice, and an expression of esteem for the President's experience and personal competence, which are a sure guarantee of the success of this Conference. I also offer my warm congratulations to the Director-General of the ILO on his clear and comprehensive report on *Social insurance and social protection* at the international level.

The Director-General's Report draws attention to the favourable trends in levels of social protection in the developed industrialized countries and to the shortcomings in such schemes in the developing countries. It also presents an overall strategy for providing those countries with the means of developing systems of health care, disability, old-age and death benefits, sickness, unemployment, maternity and family allowances and other types of social security benefit at a pace that enables the developing countries to narrow the gap that separates them from the developed countries with a view to ensuring a minimum income and hence an adequate standard of living for all members of society.

As a contribution to the debate on these questions, I should like to make the following points. First of all, we agree with the Director-General when he says that developing countries need to draw up national social protection strategies consistent with their circumstances, values and experience and closely bound up with economic development strategies so as to devise an overall development strategy. In this way, efforts to improve the standard of living through economic growth can be linked up with action to prevent some members of society from falling beneath acceptable minimum standards. There can be no doubt that the encouragement of democratic participation, support for human rights, promotion of a fair distribution of income through social security programmes and a strengthening of the spirit of solidarity betweeen the different sectors of society will help the developing countries to bring about the desired improvements in schemes of social protection.

Secondly, the brief mention made in the last paragraph of the report of the role and responsibilities of the ILO in connection with the improvement of social security systems in developing countries does not sufficiently reflect the demands of this role, which the ILO is called upon to play. I believe a detailed working plan should be drawn up by the Office. It could then be adopted by the Governing Body as part of the 1996-97 budget. This plan could also define the on-the-spot surveys to be carried out to see what the needs are in certain developing countries selected on a geographic basis in the field of social protection. In the light of these studies, it will be possible to draw up technical assistance programmes for the means of production in developing countries, and also to earmark the necessary funds for this purpose in the budget for 1998-99.

Thirdly, in our country we have acquired considerable experience in the field of social security benefits in connection with old-age, death, disability and occupational accidents. The State provides free medical care to all citizens and all residents. The Ministry of Labour and Social Affairs as well as various private associations play an important role in providing social assistance to poor families. Furthermore, the State tries to ensure that jobs are provided for the unemployed and organizes training courses with a view to improving the skills and technical knowledge of jobseekers, both when they enter the labour market for the first time and during their working life. These measures are characteristic of the social security system we provide for our citizens.

We will of course draw upon the positive opinions and ideas contained in the Director-General's Report in order to strengthen social protection in our country still further.

I thank you for your attention and I wish the Conference every success.

Mr. WHANG *(Employers' delegate, Republic of Korea)* – On behalf of myself and of the Employers' delegation of the Republic of Korea I take great pleasure in extending our sincere congratulations to the President on his election.

I would also like to congratulate the Director-General on his choice of subject for this year's Report, which offers us the opportunity to discuss one of the most important issues of our time: social insurance and social protection.

Before leaving Seoul, I read the Report carefully and was touched by much that I found in it. Just as democracy, though not always perfect in its application, is the finest political system ever invented, so the institution of social security, though once again not always flawless, is the best social prescription for the alleviation of poverty, disability and disease and for the improvement of the level of welfare for the peoples of the world.

However, as the Director-General's Report so aptly pointed out, the system does have inherent negative factors associated with it. One of the most important of these factors is that the resources available for financing such social programmes are inadequate to meet the ever-rising needs of the welfare system.

I would now like to refer to problems in our attempts to lessen the gap between the resources needed for a comprehensive welfare system, and the capacity that is actually available. I would also like to address the issues raised in the Report in the light of Korea's experience in running its social security programmes.

First, I would like to refer to the scope of coverage of our programmes. It was generally accepted by all that there was a great need for coverage for people in the low-income informal sector that includes farmers, fishermen and self-employed people whose income and tax base are difficult to assess. However, in Korea, because of a lack of adequate funding and administrative difficulties that would hamper the coverage of the informal sector, certain programmes including medicare and pensions began by insuring people in the formal sector. The overall plan called for a first phase in which civil servants and the military were brought into the system, a second phase that covered teachers and the employees of companies over a certain size and, finally, a third phase that reached out to the self-employed and to members of the informal sector. In this way, coverage was extended to all in Korea.

Unfortunately, while insuring the formal sector could be done without any deficits, the introduction of coverage for the informal sector brought about serious shortfalls. These imbalances are currently met by government subsidies but this situation cannot continue forever.

A solution to the problem could have been found by integrating the insurance finances of the formal and the informal sectors, but people in the solvent formal sector objected strongly. The task thus falls to the Government to assuage the indignation of those in the better-off formal sector.

Second, I would like to touch on the effective utilization of available resources. In actual fact we can often find examples of the inefficient use of what assets are available to the programme. One case in point is the situation in the pension scheme whereby employers are effectively paying twice for the pension coverage of their employees, and the employees are receiving two kinds of pension. Korean employees receive severance pay on retirement, a scheme that went into effect in accordance with the Labour Standard Act before the introduction of the national pension programme. This lump-sum payment was designed to give employees enough money to live on during their retirement.

When the national pension scheme was introduced, the idea was that the accruals made for the lump-sum payments would be integrated into the pension fund. However, due to the employees' strident objections, this did not happen. This led to the current situation, where resources are wasted by a double charge to the employers and a double benefit to the employees. Clearly, this type of waste should not be allowed to occur during the process of transferring from one system to another.

Another waste of resources is the so-called financial leakage which comes from the inefficient operation of the scheme. It cannot be denied that large sums are wasted annually through inappropriate payments to people who are not really in need.

Thirdly, I would like to refer to the issue of how most effectively to operate the insurance fund. Insurance premiums, particularly for the pension fund, should be administered on the basis of increasing capital to the maximum degree. The best way to do this is to deposit the funds in financial institutions that pay the highest rate of interest consonant with safety. However a considerable portion of the fund has been invested at low interest with institutions which have the primary purpose of developing the national economy. The larger the portion of the fund so invested, the more difficult it is for the fund to grow. The dilemma is, however, that the fund cannot be used totally for the sake of fund growth. For this reason there is an ongoing conflict between the ministry in charge of economic planning and the ministry concerned with social security issues about the utilization of social security funds.

In conclusion, I would like to stress that social security programmes should be made essentially free from deficits by institutionalizing the prevention of double benefits and inappropriate payments, and by maximizing the funds' profitability, as mankind's need for welfare and happiness is infinite and the resources to support social programmes are limited. I firmly believe that nobody wants to be rebuked by his progeny for handing them a debt-ridden social security system caused by poor management of the programme. We should remember that social security schemes are designed not just to safeguard the present generation, but also our descendants.

Finally, I would like to point out that social security is not a panacea that will totally dispense with the unhappiness brought about by want, disability and disease. It is very important to realize that such schemes are only complementary to self-help. The government should make every effort to eradicate the people's overexpectations regarding the social security programme. A person should himself develop his ability to avoid want and the consequences of disease and disability. When society as a whole grasps this point, social security programmes will become more effective and better developed. The dissemination of this attitude and the elevation of understanding of this principle are tasks before us all, and the ILO has a major role in this respect.

For these purposes the ILO should strengthen its technical cooperation programme in order better to assist member countries in their operation of social programmes, by providing guidance and know-how to those countries which have little experience in this area. The ILO should also focus its energy in order that member countries may strive to create new job opportunities, institute the necessary education and training, and conduct rehabilitation programmes in accordance with their situation and ability. When these policies have been successfully implemented, social security programmes, as supplements to self-help, will attain their purpose, and the ILO will accomplish its fundamental goals.

Mr. LEE *(Minister for Labour, Singapore)* – On behalf of the Singapore delegation, I wish to congratulate the President on his election to the presidency of this 80th Session of the International Labour Conference. I am confident that under his able leadership and guidance, this session will proceed smoothly to a successful conclusion.

We are meeting under more favourable economic circumstances this year, compared to last year. The world economy is expected to be stronger in 1993. However, growth will not be evenly distributed. The developed and industrial countries, such as some EC members, the United States and Japan, are not expected to recover from their current economic difficulties.

Better economic performance is expected from East and South East Asian countries which have enjoyed strong economic growth since the 1980s. Increasing domestic consumption and rising regional trade have kept their export-oriented economies growing rapidly even though the leading industrialized markets in Europe and the United States are hit by economic slow down. So, at current rates of growth, the Asian economies are fast catching up with those in the western developed countries. Asian economies are increasingly becoming important players in global trade, investment and technology transfer. They will be the engine of growth for the Asia Pacific Basin countries.

The newly industrializing Asian economies, namely Hong Kong, Taiwan, South Korea and Singapore, are enjoying growth which will enable them to join the rank of developed economies in another 10 to 20 years. Not far behind the NIEs are the emerging NIEs, including countries in the Association of Southeast Asian Nations of which Singapore is a member.

Rapid economic progress achieved by the NIEs and ASEAN member countries has resulted in significant improvements in the social and economic conditions for their citizens. Millions of workers are enjoying higher income and standard of living. It is therefore inappropriate for some critics and human rights activists to focus narrowly on whether these countries have fully complied with certain labour or human rights standards. By doing so, such critics have deliberately chosen to ignore these countries' achievements in bringing about economic growth to give their citizens a better life.

So, the role of a government in economic development is to provide a favourable environment for its citizens to live in security and to pursue intellectually, culturally and economically rewarding activities. When my country, Singapore, became independent in 1965, the most urgent task confronting the Government was to provide jobs to help the 1.9 million Singaporeans to meet their basic needs for food, shelter and security. As a small country with a small domestic market, Singapore was confronted by exceptional difficulties. The Government's strategy was to invite foreign investors and multinational corporations to launch an industrialization programme to create employment opportunities. For this strategy to be successful, the Government needed the cooperation of trade unions and employers to develop and maintain an environment of industrial peace and social stability. These were the essential conditions for Singapore and, I believe, for many other developing countries to attract foreign investments and to achieve economic growth.

The successful creation of a favourable climate for investment and growth has offered MNCs and foreign investors a secure and attractive location for business and investment in Singapore. This, in turn, has enabled Singapore to achieve 28 years of steady economic progress. With a per capita GDP of US$14,500, Singaporeans today enjoy a much higher standard of living with all their basic needs fully met. They also have ample employment opportunities. The current unemployment rate is less than 2 per cent and Singapore provides gainful employment for more than 200,000 foreign workers. More than 80 per cent of the people own their homes and every worker has sufficient personal savings for his old-age requirements.

The Singapore experience shows that economic and social progress can only be achieved and sustained through tripartite cooperation and teamwork. Workers and employers must understand that they have to work together as a team for economic growth. They must also work together with the government to create the necessary framework for enduring industrial peace and economic progress.

Trade unions, in particular, have played a crucial role in Singapore's economic development. Union leaders have taken the lead to foster a non-confrontational industrial relations climate. They have also encouraged workers to upgrade their skills and productivity. In fact, union leaders in Singapore are closely involved in organizing training programmes for their members to upgrade their skills. Their responsible and constructive approach has set the tone for harmonious industrial relations in all sectors of the economy. This has enabled the country to focus on increasing the size of the economic pie. And, as a result, the income of an average Singaporean worker has gone up more than eightfold since 1965, with inflation kept well in check. Workers in Singapore have clearly benefited from their contribution to industrial harmony and economic progress.

Whether or not countries in Asia, including Singapore and in much of the developing world, will be able to continue to achieve economic growth will depend on whether trading conditions in the world remain favourable. Unfortunately, economic stagnation in many developed countries has fanned new demands for governments to be more inward-looking and more protectionistic in order to protect and to preserve jobs.

So trade protectionism, in whatever form, eventually hurts those it seeks to protect. It hurts not only the exporting countries but also countries which embrace protectionism. Jobs may be preserved but only temporarily and at an absurd cost and a loss of competitiveness which rapidly increases the economic burden of protectionism.

In recent years, proponents of the so-called fair trade in some developed countries and international trade secretariats have tried to link international trade with workers' rights and labour standards record.

Let us not forget that the most fundamental right of any worker is to have his basic needs for food, shelter and safety met. Governments ignore such basic needs at their own peril. But governments must also be given the freedom to work out development strategies and goals which are appropriate to their own domestic circumstances, within the framework of their country's history, culture and stage of political development.

For example, the Confucianistic societies of East Asia place great emphasis on teamwork, corporate loyalty and collective responsibility in their pursuit of economic growth. This, however, does not mean that the individual's rights have been suppressed. On the contrary, by embracing and supporting national objectives and priorities, workers in these countries have seen their standards of living rise at a rate which has not been achieved elsewhere. The completely unprecedented economic growth achieved by the special economic zones of the People's Republic of China is a good example of highly successful economic development within a political system quite different from that of the West.

After more than half a century of economic dominance, the developed countries do have an obligation to help the developing countries in their pursuit of economic development. This will ensure that workers in the developing countries will also be able to enjoy a better standard of living. Economic growth would also bring about more global trade and investment, which in turn would benefit all countries, whether developed or developing. If at this juncture the developed countries also seek to impose their political and human rights ideals on the developing countries, the result may well be retardation of economic growth and a setback to the hopes and expectations of workers in these countries. It is not realistic to expect developing countries to conform to the labour standards achieved by the developed countries which are at a much more advanced stage of economic and political development. Instead, greater effort should be made to help create a more favourable environment for economic growth in the developing countries.

It is in this context that I hope the ILO will review its existing standards-setting process to take into account the different economic and political conditions and circumstances prevailing in the developing countries and emerging NIEs. Instead of focusing its attention on ensuring that developing countries comply with every word and letter in the International Labour Conventions which they have ratified, it is necessary for the ILO to provide more technical assistance to developing countries. Such assistance should help strengthen their capacity to compete in a world that is still economically very much dominated by the developed countries.

We should take advantage of the many changes that are now unfolding before us: the end of the Cold War, economic cooperation, free enterprise and the mobility of capital. We can finally focus on what humanity is capable of in terms of economic, technological and social progress. If both the developed and developing countries can work together to create favourable conditions for investment and trade, there will be greater opportunities to achieve higher economic growth and a better standard of living for workers worldwide.

Original Azeri: Mr. KERIMOV *(Government delegate, Azerbaijan)* – Please allow me to congratulate Mr. Abdel-Hak on his election. We would like to wish him success in chairing this session of the Conference. I would also like to congratulate Mr. Michel Hansenne on his re-election as Director-General of the International Labour Office for a second term.

The main topic of the Report of the Director-General, *Social insurance and social protection*, is of great importance, especially for countries trying to make the transition to a market economy.

The failure of the administrative forms of leadership in the past, followed by the severance of economic relations between the States of the former USSR, as well as non-compliance with agreements by these States, has caused a deep economic crisis in the social and economic life of my country. As a result of this, the standard of living of the population is falling, which has led to social tension. Taking into consideration the economic and social situation in Azerbaijan, the Government of the Republic is adopting various measures to reform the social protection system by granting family allowances, unemployment benefits and is trying to create a new health insurance system. The Government is taking all possible measures to compensate for the inevitable fall in the standard of living, try to raise the level of wages, and to prevent hyper-inflation.

Basing their decision on an increase in consumer prices and in an attempt to protect the purchasing power of the population, the Government has set the minimum level of wages, pensions and fellowships, and increased the level of allowances for the poorest strata of the population.

However, the problem of refugees, the effect of an imposed war requiring the commitment of material and human resources, and the inadequate involvement of international organizations in this conflict, (over 600,000 refugees forcibly banished by the Armenian aggressors) are hampering the measures the Government is adopting to solve social problems in the Azerbaijani Republic.

Despite this, the Government is taking all possible measures to reduce social tension amongst the population. Families which have lost their breadwinner in the war are being given assistance in different ways.

This year we have adopted and successfully implemented an Act on pensions which has been drawn up on humanitarian lines. Neither elderly nor disabled nor single nor unemployed people remain outside this system. In preparing this legislative instrument, the Government has paid great attention to our economic situation, to national and ethnic specificities as well as the principles of social justice.

The most important aspect in this legislation is that in contrast to previous laws, this Act lays down no restrictions with regard to wage rates. All pensions are paid in full to all pensioners. This provides for the material well-being of the pensioners and also creates conditions under which skilled experts can be trained and retired experts can still be used in the labour market.

As regards the social protection of workers, the Government regulates the wages of this group of the population by determining the minimum wage rate. Together with traditional forms of social security, the Government is currently trying to broaden supplementary kinds of insurance, including medical insurance, and voluntary pension insurance. In order to provide for the social protection of workers a single rate is being developed which covers all sectors of the economy. This instrument will play a significant role in wage regulation, enabling wages to be adapted to the consumer market, and price rises and workers' qualifications and occupation.

One of the main thrusts in trying to improve the standard of living of the population is the prevention of unemployment. To this end we are drawing up a State policy on unemployment. We are implementing political and economic measures to regulate the labour market which are reflected in our employment legislation. We have developed national and local employment programmes and determined main ways in which we can solve problems of employment and unemployment in the country.

To involve the population in useful public work bearing in mind the local and regional distribution of the population, new flexible instruments dealing with the organizational and legal aspects of such employment are being drawn up. From the social point of view we should be able, by means of such an instrument, to provide for effective employment throughout the country. We have received recommendations from the International Labour Organization in this respect which has examined our legislative documents, including our instruments on employment and hope for further assistance in this regard. It has helped us to understand what provisions are needed and the role of government in the economic adjustment of employment.

Employment policy in Azerbaijan aims to increase productive employment. We are trying to improve our system of training and retraining, promote small enterprises and stimulate foreign labour migration.

To implement this policy, and in accordance with the provisions of the ILO Employment Service Convention, 1948 (No. 88), ratified by my Republic, we have set up employment and labour centres in all cities and other areas of the country. We believe that we have 300,000 unemployed persons in the current year and we are trying to pay attention to the social protection of such people.

In spite of solving some of the older problems in the labour market we are now facing new ones.

Our Republic has announced that 1993 is the year in which we must build up our State which is why we need the effective assistance of the ILO especially in terms of technical assistance projects and their implementation. We hope that in the next three months you will be able to send experts to Azerbaijan.

Because of our geographical situation we hope that ILO representation can be set up in Baku to help the republics of the Caucasus and of Central Asia and to improve and strengthen cooperation between the Government of Azerbaijan and the International Labour Organization.

Finally I would like to say that new countries trying to establish market relations need to improve social protection legislation. Therefore it is very important to receive enhanced technical assistance from the ILO in this area.

Mr. REICH *(Secretary of Labor, United States)* – I am honoured to be with you today here at the 80th Session of the International Labour Conference. I would first like to congratulate Mr. Asem Abdel-Hak on his election as President of this year's session. I must also congratulate Mr. Michel Hansenne on his election to a second term as Director-General of the ILO. The continued leadership of these two gentlemen will undoubtedly benefit our work here in Geneva and contribute to the accomplishment of the ILO's important mission.

Throughout its long and distinguished history, the ILO has been committed to social and economic betterment among the community of nations through free and independent unions, employers' associations and governments. As the newly installed United States Secretary of Labor, I certainly appreciate the legacy of the ILO in the continuing worldwide movements to improve the lives of all workers. I can say, with enthusiasm, that I look forward to our work together over the next eight years.

An important element of the ILO's work is the body of international labour standards which the Organization has adopted over the past three-quarters of a century. I want to reiterate the United States' firm and long-standing commitment to the ILO's efforts to promote human and worker rights and to improve working conditions around the world, and to its machinery for monitoring and supervising the application of freely ratified Conventions.

Today I would like to speak about the ILO's other great mission: to increase employment. The scourge of unemployment is now sweeping over developed nations; its victims are disproportionately young people and the poor. The business cycle is not behaving as it should in most developed nations. While the United States recession ended officially over two years ago, in March 1991, the current recovery is not generating the job growth of traditional recoveries. Unemployment remains high. The situation in much of Europe is as bad, if not worse. A surprisingly large number of those who lost their jobs will never get their old jobs back again, and a disproportionately large percentage of the new jobs are part-time jobs. Moreover, the so-called natural rate of unemployment – the lowest rate which can safely be reached without fear of igniting inflation – may be rising.

Finally, the gap between high-wage and low-wage workers, the gap in earnings between the two groups, has been growing and this too is a trend shared in many other developed nations.

How can this pattern be explained? Some wish to blame imports from developing nations, but this is not the explanation; quite the contrary, more robust economic growth in developing nations creates export markets for developed nations and more jobs in developed nations. Open trade with Mexico, for example, will lead to more and better jobs in the United States.

I believe the pattern we are seeing in developed nations is the consequence of a transformation in the structure of all developed and – I should add – many developing economies. The transformation was gathering momentum throughout the 1980s; a squeeze on corporate profits toward the end of the decade has merely accelerated it.

Challenged by global competition and by labour-saving technologies, companies have been forced to move beyond standardized mass production to focus instead on profits and on services tailored to the needs of particular customers: specialized materials, custom computer chips, specialty chemicals, to name only a few. The so-called knowledge content of most goods and services is rising. Hardware is fast becoming a low-priced commodity.

This transformation has been marked by a shift in relative labour demand against less educated and lower-skilled workers within developed nations – those workers who are undertaking routine tasks – toward better educated and higher-skilled workers undertaking problem-solving tasks. Middle-level managers who merely implement directives from the top are no longer needed. Any services which can be obtained more cheaply from specialized vendors outside the company are out-sourced to them. Unskilled workers in the developed nations are being replaced by machines even if they are not replaced by lower-wage workers in developing nations.

The transformation also has put a premium on workers able to identify new market opportunities and to adapt technologies to meet them – designers, engineers, marketers, salespeople – who function much like management consultants. Although robots and computers are coming to do most of the routine back-straining work within factories or service businesses, there is an abundance of jobs for people who programme the robots and computers, who link them into systems, maintain them and exercise judgement about how they can be utilized for better effect.

This shift in relative labour demand has had differing consequences for the workforces of different nations, depending largely upon government policy.

In some countries – notably the United States and Great Britain – the shift has generated greater wage inequality. In the United States it also has resulted in declining real earnings for workers in the bottom half of the distribution. Both nations have tended to treat labour like any other commodity, allowing wages to fall and permitting employers relative freedom to lay off workers when demand slackens. At the same time, and largely because of this flexibility, both nations have experienced intermittently robust job growth. It should be noted, however, that the job growth has been punctuated by high levels of unemployment during recessions, and both nations – the United States and Great Britain – have experienced higher – ever-higher – levels of structural unemployment.

In other developed nations – including Canada, Germany, Italy, France, Sweden, Austria and Australia – earnings disparities have been less pronounced. The gap between high-wage workers and low-wage workers is not as great. Explicit government interventions in setting wages and providing job security have prevented what might otherwise be growing inequities and yet, largely because of this inflexibility in wages and in jobs, relatively fewer new jobs have been created in these nations, and average unemployment throughout the decade has been higher.

Does this new era of global competition and advanced technology require developed nations to choose between equality and job creation? Between active interventions which set wages and limit employer prerogatives, and free-market strategies which allow wages to fall and employers wide discretion? Worse yet, does it require them to protect their workers from exports from lower wage nations? To all of these questions the answer is a resounding No.

I believe that there is another, preferable alternative. It requires active intervention, but also allows wage flexibility and employer discretion. And it is perfectly compatible with open markets. This third alternative directly addresses the shift in demand in the labour force by emphasizing three things: first, good education, training and continuous lifelong retraining available to all citizens, not just a privileged few; second, the reorganization of work, placing greater responsibility upon, and allowing more discretion and initiative to, front-line workers; and third, investment-led fiscal policies designed to maintain strong demand for labour overall.

It is far easier to state these objectives than to act upon them. More money for education and training is necessary, but is hardly sufficient. The money must be well spent, and focused on the capacity for lifelong learning on the job. Reorganizing work around front-line workers is often talked about by employers but rarely implemented, because it requires a fundamental change in the relationship between labour and management. And finally, fiscal policies led by investments in education and training, as well as by public investments in research, environmental improvements and transportation and communications infrastructure, are difficult to craft in light of large budget deficits.

Yet I am convinced that the United States and other nations must pursue this third path. The implicit choice between equality and employment will fragment our societies and render us unprepared for the world of the future. Protectionism, in whatever form, will make us all poorer.

I applaud the devotion of the ILO to improving the quality of life and work for the world's workforce. Just as my predecessor Frances Perkins did at the ILO meeting in Paris in 1945, I too want to pledge the full and continued support of the United States of America to the mission of this institution – improving the status and expanding the prospects of the working people of this planet.

Original Spanish: Mr. ALBURQUERQUE *(Government delegate, Dominican Republic)* – I must begin my speech before the 80th Session of the International Labour Conference with twofold congratulations. First, I must congratulate the President of this new session, who has received the support of all the delegations and to whom we wish every success in his mission. Secondly, I must congratulate Mr. Michel Hansenne, the Director-General of the International Labour Organization, for both the wisdom he has shown in choosing social insurance and social protection as the theme of his Report, as well as the brilliant discussion of this subject, which is of great interest to all the developing countries.

From the 1980s, many countries in Latin America have been put in a situation where, either because of their own initiative in some few cases, or at the request of the World Bank or the International Monetary Fund in most cases, they have had to apply economic stabilization and structural adjustment programmes, whose objective is to correct distortions and imbalances which have led to an enormous deficit in monetary reserves, spiralling inflation and a depreciation in currency values.

As the Director-General states in his Report "Whatever the long-term benefits of these measures, it is clear that in the short term they have been associated with considerable social distress, partly because they have lowered living standards to more realistic and viable levels, and partly because they have entailed fundamental changes in economic structures and in the rules of the game, to which many social groups have found it difficult to adapt".

It is precisely within this framework that social security systems, with their diversity of structures and level of benefits, acquire special importance. Such systems can help alleviate poverty and provide protection to the most needy sectors of the population. However, it is well known that the complaints against social insurance in many developing countries are that benefits are insufficient and paid with great delays, that the private sector evasions are frequent, administrative costs are very high, technical competence very low, and technology conspicuously absent. Medical services are inadequate, the contribution of pensions is derisory and corruption in some cases undermines confidence and detracts from efficient management.

In such a situation, many have believed and proposed, in keeping with the liberalizing school of economic thought, that the best solution is privatization of the social insurance systems, doing away with their obligatory nature and the State monopoly in this field, and allowing the interested parties to establish their own protection plans against the hazards of life and work mishaps.

Despite the positive aspects lauded by the advocates of privatized social security, it is interesting to note that the experiments to date have required exclusive financing from the workers, that the replacement rate of pensions granted is not fixed and that the representatives of the protected members do not participate in the administration of the schemes. Moreover, there is the risk that private business is concentrated in the hands of a few and that enterprises are not privileged because of their efficiency, but because of good promotion and sales programmes.

It is much more prudent, therefore, before simply initiating the privatization of the social security, with all the risks that this involves, and the resolute opposition of large sectors of the population, to proceed to a substantial reform of the present system of tripartite management which exists in a great majority of countries, with the objective of restoring efficiency to the services, extending their coverage and endowing them with total transparency.

What we have and what we offer at present must be improved, since "Governments have a fundamental responsibility to ensure a basic standard of living for their people", as the Director-General says in his Report. The coverage of benefits must be extended to the family members of insured persons in those cases where this has not yet been done. Social services and economic allowances must be of a value which attenuates for and covers the cost of the aftermath of misfortune; the insufficient and late payment of old-age pensions must be corrected, and the high administrative costs and evasion of contributions must be resolutely addressed.

Obviously, this is not an easy task. Neither can it be successful in the very short term. But any delay in initiating the necessary reform would only worsen the situation, particularly if we take into account the fact that the modern sector of the economy is still very small in developing countries, where large sectors of the population submerged in this informal economy remain on the fringes of the social insurance system, thus forcing States to establish social protection plans.

In the Dominican Republic our social security scheme is not exempt from these failures which are inherent to all developing countries. Protection against industrial accidents has been guaranteed since 1932 and social insurance, which has a tripartite structure and is financed by contributions from the social partners, provides health, disability, maternity, old-age and survivor benefits exclusively to the insured persons or the wife of the member in the case of pregnancy and confinement.

A recent Act, as yet unpublished, extends coverage to family members of insured persons, and a whole movement has arisen amongst the interested parties and the public authorities to introduce the reforms required for the universalization of the system. On 17 June of this year, a seminar hosted by the employers, with the participation of the authorities and the workers, will examine and discuss the measures which can be put into effect to improve and extend the Dominican social security system.

Structural reforms and economic adjustment will be crowned with success only if they are accompanied by a social agenda and, amongst the measures to be taken in this respect, there undoubtedly ranks the subject of social protection which we are discussing here, where the Director-General has wisely made it the main topic for this 80th Session of the International Labour Conference.

In a world in which the suppression of subsidies and price controls, as well as staff reductions, have affected the standard of living of the majority of the population, social protection policy must be seen as a complement to fiscal and monetary reform. Economic growth must be inextricably linked to a better distribution of wealth, to an increase in consumption capacity, and to the need to ensure that each person receives at least the bare minimum to live. In this field, much can be offered by social security, and therefore governments have an essential responsibility to improve, strengthen and extend it.

Original French: Mr. NIDELCU *(Minister of Labour and Social Protection, Republic of Moldova)* – May I on behalf of the delegation of the Republic of Moldova extend cordial greetings to you and express my great respect and appreciation to all the participants of the 80th Session of the International Labour Conference, wishing you the best of success in your activities.

This is the first time that the Republic of Moldova has taken part in this prestigious international forum as a full member of the Organization, represented by a tripartite delegation, as called for in the ILO Constitution. We are convinced that our participation in the Conference will enable us to enrich considerably our experience and broaden our political vision. We are, of course, ready and willing to contribute actively to the work of the Conference.

The Republic of Moldova became a Member of the ILO on 8 June 1992. Since then a relatively short time has passed, and so it is not easy to sum up and draw any significant conclusions concerning our membership. We are only just beginning to assimilate the principles of collaboration with the Organization. Nevertheless, during this period the International Labour Office on the one hand, and the Republic of Moldova on the other have undertaken a whole series of activities for the purpose of speeding up the integration of Moldova in the ILO's activities.

We hope that the cooperation between the Republic of Moldova and the Office will grow in scope and strength and will develop still further.

We have two main pratical aims. The first is to develop a social security system for the population appropriate to the period of transition to a market economy. The second aim is to adopt national laws and regulations to the international standards of the ILO. And I must mention the fact that these activities, as is the case in the majority of East European States, are being carried out in a context of economic reform.

Social tripartism is a totally new aim of our national policy. With the help of ILO experts, we are absorbing the principles and rules of social dialogue. We are conscious of the fact that the tripartite system has a major role to play in achieving social consensus and the promotion of reforms in the field of labour and social assistance. Recently, we have developed an organizational structure for employers and have recognized their status as a legitimate social partner.

As regards our legislation, our aim is to provide an appropriate legislative framework for economic market relations. In this respect, we have promoted a whole series of new laws, reviewed earlier laws and regulations and adapted the recent, incomplete legislation to the new times.

I should mention that all our standard-setting acts have been drawn up in accordance with the international standards of the ILO, and some of them have even been submitted to the Office for expert advice. Among these laws of major importance, I should like to lay stress on those dealing with wages, migration, social security for the disabled, the use of manpower resources, individual and collective labour disputes and job security. The Parliament is now dealing with matters arising out of the ratification of the 20 ILO Conventions covering fundamental human rights and the principles of tripartism.

Among the many problems Moldova has to face, I would like to draw the attention of the Conference to the following three: unemployment, inflation and poverty. These are the problems which involve the highest social cost and have the most painful effects on the standard of living of the population.

My Government is concerned above all with taking steps to prevent mass unemployment. But our activities are hampered by our unfamiliarity with the problem and our lack of experience. In this context, we would be grateful to the ILO for the help it can give to Moldova in framing and promoting a macroeconomic policy for the employment market and adjusting the system of training to the new economic conditions.

In his Report, the Director-General of the ILO sets out a whole series of proposals, the purpose of which is to increase the scope and impact of the ILO's activities. The delegation of the Republic of Moldova generally supports these proposals and considers them to be timely and important. I should like to stress in particular the package of proposals concerned with the reorganization of the practical means for providing technical assistance. The creation of multidisciplinary teams and the involvement of the social partners in direct dialogue with the Office will make it possible to assess more accurately the priorities and needs of each State for technical assistance. At the same time, I would like to suggest that one of these 14 multidisciplinary teams should have in its terms of reference the coverage of the European States of the former USSR, which have more or less similar social and economic conditions.

The ILO is playing an extremely important role in furthering the democratic process and ensuring observance of human rights. An eloquent example is the 80th Session of the International Labour Conference which demonstrates once again the attachment of the Organization to the ideals of democracy and social progress. The Republic of Moldova firmly upholds the Constitution and standards and principles of the ILO. My country will make the necessary efforts to ensure that our national policy conforms to the social charter of the Organization and to international standards.

(Mr Bustos Huerta takes the chair.)

DRAFT PROGRAMME AND BUDGET FOR 1994-95 AND OTHER FINANCIAL QUESTIONS: PRELIMINARY DEBATE

Original Spanish: The PRESIDENT (Mr. BUSTOS HUERTA) – We will now depart from the list of speakers and turn to the third item on our agenda which is the preliminary debate on the programme and budget proposals for 1994-95 and other financial questions (in *Provisional Record* No. 4). In accordance with Article 11*bis* of the Conference Standing Orders we shall begin this preliminary debate on the draft programme and budget for 1994-95 and other financial questions.

Miss MACKIE *(Employers' delegate, United Kingdom)* – I am grateful for the opportunity to make some comments on behalf of the Employers' group in relation to the programme and budget proposals for 1994-95.

I must first state that, however critical our views on the budget proposals, the Employers share a wholly constructive and positive attitude to the work of the ILO and to its potential achievements in the world of the future. If we did not believe in the ILO and have faith in the future, we would not take the trouble to criticize it, nor to offer our own proposals as indeed we have done and will continue to do.

We are very conscious of the fact that the document before the Conference is a programme as well as a budget. The debate on it is therefore the main occasion on which the representative constituents of the ILO can discuss the broad picture of what it is doing and what its priorities are. The document itself in its length and complexity is indeed impressive, and it obviously takes much time and work to prepare. This may be the best way to do things but the Employers' group on the Governing Body finds the whole procedure very unsatisfactory. It manages both to take up a great deal of time and simultaneously to provide inadequate opportunities for discussion of many important policy questions. It cannot be right that important departments and sections of the ILO's work should receive no more than perhaps half an hour's discussion once every two years during a long and complex debate. We very much hope that, following the improvements of the work of the Conference and the Governing Body, some improvements to the method of work of the Programme, Financial and Administrative Committee of the Governing Body can be considered.

In terms of the content of this programme and budget, the Employers' group of the Governing Body worked very hard to consider in detail all the proposals made. We also responded in February 1992 to a preliminary discussion paper presented by the Director-General. We were somewhat disappointed to find that the 1994-95 Programme and Budget did not appear to reflect adequately our comments on that preliminary document. We had clearly stated that our support for the budget would depend on the response to our propositions, and in particular on the priority to be given to programmes designed to create and develop employment.

We supported a number of policy concepts, including active partnership and the setting up of multidisciplinary advisory teams, although we expressed concern about the details of implementation. We attach particular importance to the creation of an appropriate and flexible structure of management and staff within the ILO. We felt it was necessary to give attention to the details of a number of the major programmes around which the Programme and Budget is structured, but I do not propose to refer to any of those now – our comments are reflected in the documents before you.

We have supported the work designed to make savings in the organization and running of the Governing Body, of the Conference itself and of the regional conferences. We have naturally noted with approval that the work of the Bureau for Employers' Activities continues to be a recognized part of the programme and that provision has been made to increase its budget by the same percentage of programme costs as that provided for the Bureau for Workers' Activities.

In concluding my comments, I reiterate the point that I made earlier. The Employers strongly support the work of the ILO. However, we believe that it must change, develop and refine its work while maintaining its principles. We recognize much in the programme before us that we can and do endorse.

Original French: Mr. VANNI (*Workers' delegate, Italy*) – The main objectives of the 1994-95 Programme and Budget proposed by the Director-General are to promote democracy, to fight poverty and to protect workers.

The Workers' group supports these objectives. We subscribe to the three main pillars of the Programme and Budget Proposals because they are the same as those of the trade union movement. The ILO was set up to promote and defend the interests of workers. Certainly, this task remains closely linked to the democratization of institutions and the war on poverty, but even in member States where democracy is assured, workers' interests must still be protected. Therefore, the ILO still has a role to play.

Promoting democracy and combating poverty are challenges which the ILO can tackle together with other agencies of the United Nations, but the ILO alone is responsible for the protection of workers. It remains an exclusive priority of the ILO and must be reflected in a clear and unambiguous way in the budgetary proposals concerning the development of standard-setting work as well as technical cooperation.

As far as the Workers' group is concerned, there is no doubt that the main specificity of the ILO in this area, and this is something which it does not share with anyone else, is to promote freedom of association and trade union rights. Standards, related procedures and the supervisory machinery, as well as the capacity for providing technical assistance, are unique to the ILO and represent an essential contribution to the democratization of institutions.

The Workers' group has always fully supported the active partnership policy. We find it important for all three parties in the ILO to be actively involved in the Organization's work in the field. We agree with the concept of multi-disciplinary teams which will be called upon to play a key role in this context. We also agree with the interdepartmental projects.

Concerning the allocation of resources, we accept the increase which has been put forward concerning the funds to be allocated to regional projects. We do not object to certain activities being transferred to the regions, but we call for greater coordination between Geneva and the regions as regards policies and objectives.

Unfortunately, it is not very propitious at this session of the Conference to have a long debate on the question of the resources, income and expenditure. For the third consecutive time, we have a zero-growth budget. Everyone is aware that this is inadequate if the ILO is to assume all its responsibilities and carry out its mandate adequately in the present economic and social circumstances. In the past three years our Workers' group and all the ILO member countries have been overwhelmed by a tidal wave which has continuously altered the conditions of workers in many countries. Witness the new situations in Africa and Eastern Europe; structural adjustment accompanied by the continuing growth of poverty and unemployment; the legislative reforms (the ILO has received 52 requests for such technical assistance); the processes of regional integration which affect the economic and social conditions of hundreds of millions of workers around the world.

These trends will not disappear in the next biennium. Quite the contrary. The ILO's response to all these challenges? Zero growth. In fact, negative growth cannot even be maintained as evidenced by the reductions in the budget for 1993. Zero growth means that the Organization has no reserves, no margin in its resources. It only takes one or several member States not to pay their contribution in full, for us to find ourselves short of funds and in a state of crisis.

Of course, we know the classic response to all these arguments, and we therefore hope that governments will at least manage to pay their contributions for 1994-95 in full and on time. The Governing Body has made every possible effort to reduce costs and to bring about reforms, with support from the Workers' group. But it is very difficult simply to continue along this path.

(Mr. Abdel-Hak takes the chair.)

Mr. GHARAGOZLU *(Government adviser, Islamic Republic of Iran)* – In the Name of God, the Merciful, the Compassionate. The Programme and Budget Proposals for 1994-95 were discussed in the Finance Committee of this Conference yesterday. These comprehensive proposals deserve to be considered thoroughly.

On behalf of my delegation, I have a few observations. Regarding the multi-disciplinary teams and the philosophy of providing assistance and services to the regions and subregions, my country belongs to a region in which a multi-disciplinary team should rightly be established. My country wishes to become an active partner in the labour field in this subregion. This could be followed by the reopening of the ILO office in Teheran in the near future.

Another point which I would like to refer to concerns the rates of assessments of the contributions of member States, which are not usually elaborated upon in the Conference Finance Committee. This is why the assessment of the contribution is made in the United Nations system. But I wish to indicate that new measures have been taken by my Government for a restructuring programme in respect of our currency's exchange rate; this has been communicated to the IMF and will be used as a basis for assessment by the United Nations. I only mention this so that it may be included in the record of this session of the Conference.

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Arabic: Mr. SHARAF *(Government delegate, Jordan)* – On behalf of the delegation of the Hashemite Kingdom of Jordan, on my own behalf, and on behalf of the region to which I belong, I should first like to join previous speakers in congratulating the President on his election to the chair of the present session. We are all familiar with your activities as a trade union leader in the Arab countries and in Africa. I also have pleasure in extending warmest greetings to the delegations of Azerbaijan, the Slovak Republic and the Czech Republic, who have recently become Members of the ILO.

In the first part of his Report, the Director-General of the ILO dealt with an important and indeed vital subject – social insurance and social protection, which are among the main pillars of progress in the twentieth century inasmuch as they ensure peace of mind and stability for workers and their families, afford protection against social vicissitudes and meet the fundamental requirements of all members of society. They furthermore constitute a basic human right. We therefore fully agree with the Director-General's analysis in his Report to the effect that societies with an acceptable level of democracy, which respect human rights and human dignity, encourage an equitable distribution of income and wealth, and allow the individual full emancipation are those best equipped for the promotion of social protection and the improvement of standards of living.

The Government of my country has since 1980 extended the application of social security systems to all workers covered by the Jordanian Labour Code. To that end, social security law No. 30 of 1978 set up the General Directorate of Social Security with a tripartite governing body composed of representatives of the Government, employers and trade unions. The provisions of the law on social security were applied first of all in the form of a pension, disability and death benefit scheme and an industrial accidents and diseases insurance scheme. We began with large enterprises and gradually moved on to small and medium-sized enterprises. Currently, all workers in these enterprises are entitled to social security benefit without any discrimination on grounds of nationality, type of labour contract or the amount of renumeration. As to the entitlements of Jordanian workers abroad, for which there was no provision initially in the gradual application of the Social Security Code, the General Directorate of Social Security decided to offer them optional access with effect from 1986. The vast majority of workers in my country thus currently enjoy compulsory social coverage. At the same time, each individual has the right, regardless of occupation or place of residence, to optional social insurance, pending the introduction of a compulsory scheme for all.

The current session of the International Labour Conference is being held at a time when the Israeli authorities continue to tighten their stranglehold on the occupied Palestinian territories in the West Bank and the Gaza Strip. These measures deprive many Arab workers of their source of income and their work in economic Israeli sectors. The Arab Labour Conference, which was held in the capital of my country in April, appealed to the Director-General of the ILO to use his good offices with the occupation authorities so that they loosen their stranglehold. The Jordanian Government reiterated this appeal to the Director-General and the mission of inquiry regarding Palestine and the occupied Arab territories that visited Jordan in December and January 1993. My Government requested the mission of inquiry to take steps to have pressure exerted on the Israeli occupation authorities so that they pay the allowances due to the Arab workers who were dismissed in 1991 and 1992. This request is in accordance with international labour standards, especially since the Israeli Labour Code itself provides for the payment of such benefit. Over 85 per cent of the workers who were dismissed did not receive any of the allowances due to them, although they constitute an important part of their social protection.

In conclusion, I should like to commend the excellent relationship of cooperation between my country and all units of the ILO. I should also like to pay tribute to the Director-General, the members of the Governing Body and the entire staff of the ILO for their tireless efforts to enhance all aspects of this cooperation. I should like once again to wish the Conference every success. May it contribute to social construction and stability for the benefit of humanity as a whole in a world that will hopefully be guided by the principles of justice, equality and democracy.

Original Arabic: Mr. ZAHRAN *(Government delegate, Egypt)* – The election of Mr. Abdel-Hak to the presidency of the International Labour Conference bears witness to the confidence the Conference has in his competence and skill in chairing our debates, and it is a tribute not only to Egypt but to all African and Arab States. Egypt has always defended the rights of working people throughout the world and continues to do so. It has also defended the achievements of the period of national liberation, carried the torch in the struggle for the liberation of peoples seeking to free themselves from the yoke of exploitation and always defended the working classes in their struggle to assert their legitimate rights, especially the right to work and to choose work freely.

May I take this opportunity to congratulate the Director-General, Mr. Michel Hansenne, on his election to a second term of office. The choice is a natural one, since it is thanks to his efforts that the working procedures of the ILO have been modernized to meet the challenges to which you referred in your opening address. This is the 80th International Labour Conference. Next year the ILO will be celebrating its diamond jubilee and it will also be the golden jubilee of the Declaration of Philadelphia. For that reason we should now review the activities of the Organization. We must try to enhance its role now that we are at the threshold of the twenty-first century. There is no doubt that the Organization has acquitted itself well of the task entrusted to it and I am sure that the next stage will be for the Organization to preserve its role as leader in the international sphere. The problems which will be encountered mean that we must give the Organization the support it needs to defend human rights, extend social justice and promote prosperity for workers and their families. We hope that through the new multidisciplinary teams, the ILO's new policies will result in activities aimed at supporting technical cooperation and providing assistance to the social partners at the national level. We also hope that the ILO and the UNDP will find a way of enabling recipient countries to benefit to the full from the aid they receive. We would like at this stage to see the Organization play a greater role in the Uruguay Round of GATT since those talks will affect not only social and economic conditions in general, but also workers, employers and governments in particular.

I should also like to welcome recent newcomers to the Organization – Armenia, Croatia, the Czech Republic, Kazakhstan, the Republic of Korea, the Slovak Republic and the former Yugoslav Republic of Macedonia.

Egypt is convinced of the role the ILO has to play in reinforcing standards of social justice and that is why Egypt is involving it in a number of plans and projects for the benefit of the working class. We are drawing up new draft legislation on employment, and are setting up an employment information network, relevant to all sectors and activities, with emphasis on the private sector. This will also cover the informal sector with a view to promoting good employment relations as we approach this new industrial revolution. This activity has excited the interest of the highest levels of the hierarchy. It is also being examined in collaboration with the highest administrative levels of this organization. We believe this is an innovative project in the Arab world, since it strengthens the role that the ILO can play in this period of transition to a market economy while preserving stability and social peace. The Egyptian Government hopes that the new draft labour code will be ready by the end of the year.

We also propose that Egypt should be chosen for the headquarters of a project in support of the migration policies of the Arab countries which have been approved by the UNDP and the Gulf development fund.

We have carefully examined the Director-General's Report on the activities of the ILO in 1992. We would like to express our gratitude to the Director-General for all his efforts. However, we are concerned about the significant reduction in the expenditure on technical cooperation for Arab countries and countries in the African region compared with 1991 levels. We fully understand the constraints facing the Organization, which are largely due to the transition of many countries to a market economy. However, we hope that the aid to these countries can be financed by other resources or by new resources, and not at the expense of African and Arab countries. This question was debated in Cairo at great length last April during the meeting of the African Labour Commission, and in Amman, during the Arab Labour Conference. The countries which attended these meetings expressed their dissatisfaction with the situations. We request that expenditure be brought back up to 1991 levels, at least. The African Labour Commission called for the setting up of three new regional centres – for employment and vocational training, occupational safety and health, and productivity. Egypt proposes to be the host for one of these centres with the help of the ILO.

The situation of Africa in the field of development is of a very special kind and therefore requires special measures. The development of human resources in Africa is a major objective and a key to the continent's development. You have heard the plea from President Mubarak for help for the developing countries in this connection. I propose that the ILO adopt the pilot project for Africa in this area, setting up a special fund with contributions from donor countries, supplemented by a special ILO programme.

As concerns the Director-General's Report, *Social insurance and social protection*, we agree with it entirely. Although many different types of social security systems have been set up in developing countries, individuals receive few benefits. There are many reasons for this. In the case of Egypt, we are faced with this problem, particularly since the informal sector is huge and attracts many jobseekers who have been affected by the worldwide economic crisis, not to mention the adverse effects of the Gulf war. Egypt has set up a social development fund to alleviate the harmful effects of the economic restructuring taking place in Egypt. This fund is part of our social safety net. We would invite other countries to examine our experience in this field. We call on the ILO to draw up a programme for the exchange of experience among countries. We agree with the Director-General when he says that the problem of inadequacy of social security schemes is an integral part of a much broader problem of economic and social development. To remedy the situation, it is necessary for national capacities to be brought into line with international capacities. We therefore ask the ILO to intensify its technical assistance to enable States wishing to legislate in this field, especially in view of the fact that the experience of developed States cannot be simply taken over in developing countries.

We have examined the Director-General's Report on the situation of workers in the occupied Arab territories, and Egypt will be speaking in the special discussion on that subject, but I would like to express my appreciation here for the team which visited these territories on behalf of the Director-General.

We have also examined the Director-General's Report on the Application of the Declaration concerning Action against Apartheid in South Africa, and I would like to say how greatly we appreciate the role played by this Organization and the measures it has taken to combat racial discrimination. Dialogue must continue in South Africa in order to eliminate apartheid completely.

Original Russian: Mr. KOLMOGOROV *(Employers' delegate, Russian Federation)* – Please allow me to associate myself with the congratulations that have been expressed to the President and to offer my best wishes for the successful work of this session of the Conference.

As a delegate representing the Russian employers, I would first of all like to support the topical choice of theme and the extremely constructive content of the Report of the Director-General, and to express my great gratitude to the Governing Body and the International Labour Office for the attention which they have paid to social security problems in those countries which have recently embarked on economic, social and political reforms.

I do not think anyone can deny the fact that the main objective of our reforms is to provide for the welfare and well-being of our people and society as a whole. Social policy can in fact be seen to a certain extent as setting the tone for the reconstruction of the economy.

At the recently held fourth congress of the Russian Alliance of Industrialists and Employers, we looked at a very wide range of problems linked with the radical restructuring of the economic and political basis of Russian society. These included the problems of our transition from a centrally planned economy to a socially oriented market economy, based on private ownership and freedom of entrepreneurship. I must recognize the fact that Russia, to put it mildly, has had no luck with these economic reforms. The timid, inconsistent and often poorly thought-out measures previously implemented were replaced in 1992 with an extreme wave of shock therapy which mixed monetarism and economic romanticism, but did not take into account the specific conditions of Russian reality.

The liberalization of prices, together with an excessively strict control of the money supply, the maintenance of state ownership and a high level of monopolization, did not yield the positive results which we had hoped for. We were unable to institute a normal system of finance and credit. The campaign against inflation failed as money was pumped into circulation.

At the same time, all these reform measures have created a new economic situation in Russia. Prices have been liberalized and in general terms horizontal economic relations between enterprises have replaced the old system. The basis has been established for new situation in Russia where we can see privatization and for new legislation in the economic field. The first fruits of a market economy are now beginning to show, and they will be decisive in determining whether the economic reforms in Russia are irreversible.

But this has come at too high a price. The economy of Russia has for many years been in a situation of collapse. The GDP in the first quarter of 1993 was 72 per cent of the corresponding level in 1989, and the volume of industrial production was only 74 per cent. For comparison, the United States in 1933 had a GDP 80 per cent as high as it was in 1929. Up to 1992 the development of the crisis basically took place because of the disintegration of general industrial processes, bad management and inflation. In 1992 this was compounded by the destructive influence of the collapse of the Union and the liberalization of prices, together with the excessively stringent monetary policy. Gross investments fell in 1992 in real terms to only 55 per cent of their 1991 levels. And there was no transfer of these investments to the sectors which provide finished products. There are additional difficulties on the horizon which will have an effect as we come out of the crisis, since many enterprises are only able to stay afloat by liquidating their fixed assets. The standard of living has deteriorated considerably. There has been a 39 per cent fall in retail turnover at constant prices in 1992. A number of vitally important goods and services are practically beyond the reach of most of the population.

It is now obvious that we cannot solve such enormous problems in a short period of time. We need many years to do this. The basic transformations are still in an embryonic stage. The process of changing the forms of ownership of property has only just begun. We still must create a market environment. There is currently a lack of competition in our country.

In 1993 and in the next few years we must try to solve a number of fundamental questions linked with the transition to the market, and the creation of conditions for basic market mechanisms to come into play. We must restructure, and implement an economic and industrial policy that ensures employers are free to act and workers are motivated to work.

In working out our new policies, we are trying our utmost to foster the development of business and enterprise and to protect the interest of goods producers. We also have to use the influence of employers to cut down on the social costs of the reforms. There should be a minimum social loss for the workers as well, which may unfortunately possibly reach a critical point. If that point is passed, opposition by the workers could be the main stumbling block to further reform.

The main short-term target for us is to try to put an end to the headlong fall in production, to normalize our financial and monetary system and ward off hyperinflation. This requires the social protection of the population in the broad sense of the word.

I would like to ask the distinguished delegates at this Conference to pay particular attention to some of the specific problems of social protection for workers, which I will now mention. I will also bring up certain methods which we would like to propose to deal with those problems in Russia.

One of the key problems is overcoming inflation. We believe that we should have balanced market prices. In order to deal with the internal contradictions this problem involves, we feel that we must carry out a combination of measures. These include limiting the money supply of both cash and credit, balancing income and expenditure of the population and enterprises, reducing the deficit in the state budget, and carrying out a number of other measures aimed at stabilizing the rouble, with a voluntarily agreed freeze on prices for enterprises and consumer prices on the basis of cartel agreements.

Such a policy of voluntarily agreed price freezes is already beginning to be carried out by associations of producers of industrial and agricultural products, with the involvement of a contingency fund. We believe that cartel agreements could be concluded in other fields as well, basically in two forms: between the consumers of a certain type of production, establishing a maximum level of prices on the production which is bought, and also agreements between industrialists, establishing profitability limits for the production which they sell. We know that the conclusion of cartel agreements is an extremely complicated matter which requires great efforts from entrepreneurs, trade unions and the Government. Branch-level agreements between workers, trade unions and the Government may also help to reinforce cartel agreements and in this way might be able to promote a situation whereby trade unions would desist from making economically unjustified claims, and employers would desist from making profits which go above and beyond the framework of the agreements and be obliged to earmark a proportion of their profits for additional social assistance for workers.

Russia once had experience of cartel agreements, but is now having to start over again. We know that many States have been negotiating such agreements for many years, and we would be very grateful if the delegates from these countries would give us some assistance and advice.

We are also counting on the experience of the ILO in dealing with the threat of mass unemployment.

Before us is also the urgent problem of bankruptcy. We know that many bankruptcies are inevitable. However, you must take into account the fact that the present catastrophic situation of many enterprises in Russia is often, and to a large extent the result of incompetent interference in their running by the State, and of mistakes that were made at the early stage of our reforms. The ruin of many of these enterprises has even reached sectoral or state level. When many monopolies exist a domino effect takes place, and in this situation when culling loss-making enterprises we must try to avoid inflicting irreversible losses on the countries of the CIS, and the CMEA, and the harming of the Russian economy. This is why it is so important for us, taking heed of the experience of associations, industrialists and employers of all countries to continue the constructive exchange of opinions which began at the International Congress of Industrialists and Employers which was held on 24 and 25 May 1993 in Budapest.

I have concentrated on the economic aspects of social insurance and protection because these tasks can only be effectively addressed on the basis of a sound economy.

It is therefore important for the ILO, in its practical activities over the next few years, to give priority to the kind of "nerve centres" that will promote an essential combination of social and economic development, especially in the countries of Central and Eastern Europe, which are painfully and laboriously contending with the transition to a socially oriented market economy.

The matters to be discussed at this session are certainly of the utmost importance. In informing you of some relevant problems and of how we are trying to solve them in Russia, we are counting on the understanding, support, advice and experience of the International Labour Organization, and we are in turn fully prepared to participate actively in addressing the main task of the International Labour Organization, which is the achievement of a social partnership for peace and prosperity.

Mr. LIM *(Minister of Human Resources, Malaysia)* – On behalf of the Malaysian delegation, I wish to congratulate the President on his election. I am confident that he will steer the proceedings of the session to a successful conclusion. May I also offer my congratulations to the three vice-presidents on their election.

We are indeed happy to be present here to discuss some of the challenging labour issues confronting us. Throughout the world, far-reaching political reforms are being undertaken. The globalization of markets, the emergence of trading blocs and the rapid pace of technological development have tremendous implications on socio-economic development. In the process of resolving socio-economic development issues, the interest of all governments in uplifting the quality of life of society at large should be emphasized. Whilst the alleviation of poverty and improvement of working conditions are important, governments should be in a position to discharge their roles as regulators, moderators, conciliators and arbitrators in a market economy with some measure of flexibility.

Almost seven decades have gone by since the first international labour standard was instituted and it is timely for us to take stock of the situation and its effects on the member States. The slow pace of ratification, particularly by developing countries, is testimony to the reality that many of the developing countries are finding it difficult to comply with international labour standards mainly because they are based on the norms and values of the developed and industrialized countries, which may not be compatible with the cultural values and national aspirations of developing countries, given the disparities in economic and social development. It is this disparity which accounts for so much diversity in the global application of international labour Conventions and Recommendations.

Ironically, the debate over rigidity and flexibility of international labour standards has taken a new turn. Increasingly the industrialized countries are joining the ranks of countries coming under the scrutiny of the Committee of Experts on the Application of Conventions and Recommendations. The issues today involve a reconsideration of the traditional social guarantees granted to workers to ensure the flexibility and competitiveness of the labour market.

At the recent 13th Asia and Pacific Labour Ministers' Conference held in Teheran, Iran, from 21 to 23 April 1993, 45 countries in the region called for more flexible implementation of international labour Conventions and Recommendations in labour administration. Toward this end, these countries, representing two-thirds of the world's population, called on the ILO to review and update existing standards so as to enable their more meaningful and pragmatic application in ILO member countries.

The difficulties of the developing countries have been compounded by the rigid and uncompromising interpretation and application of the legal texts of these Conventions, a large part of which were adopted on behalf of some countries without their participation at a time when they were not yet independent. Even today, financial constraints sometimes prevent developing countries from participating as they should in the process of drawing up new standards.

Rather than adopt new Conventions and Recommendations, the ILO should review some of its Conventions which are no longer of concern to the international community. There are some ILO Conventions which are of continuing relevance but are applied in a manner which is out of contact with existing realities.

The ILO should review its performance, its relevance and its effectiveness with regards to the acceptability of ILO standards in developing countries. We believe that the interpretation and application of Conventions and other labour standards should relate to national conditions and aspirations and, if need be, should be applied in stages in accordance with national development objectives. Malaysia, like other member countries, supports the ILO with regard to promotion of fair and realistic labour standards as a means of advancing social justice.

I would also like to commend the Director-General's Report *Social insurance and social protection*. The social security laws in Malaysia encompass pension and retirement benefits, health care, employment injury, survivors' benefits and maternity benefits. Social security provisions have been enhanced through periodic review of the coverage and scope of benefits. The challenge for us is to extend benefits to self-employed workers such as farmers and fishermen. The Government, realizing that the best protection in terms of social security is for workers to have access to continuous employment and mobility, will ensure that the labour market remains flexible and conducive to employment generation.

Furthermore, in our enthusiasm to improve the range of coverage under social security, we must take stock of the developments in developed countries, where, in an era characterized by mounting unemployment, industrial decline, inflation and ever increasing public expenditure on social security, even pioneers in the field are reviewing social security systems in their respective countries.

Malaysia also welcomes the report *Prevention of major industrial accidents*. Malaysia is concerned with maintaining a balance between economic growth and the improvement of occupational safety and health. Our current philosophy on safety and health at work is that the primary responsibility for safety and health at work lies with both the employers who create the risks and the workers who work with them. This philosophy is also the backbone of the new Occupational Health and Safety Act which is to be tabled in Parliament shortly. This legislation is aimed at strengthening the existing mechanisms for protecting the occupational safety and health of workers, increasing the coverage of workers and setting up safety committees at the enterprise level.

I am also happy to inform this forum that the Ministry of Human Resources in Malaysia is in the final stages of setting up a Wages and Benefits Protection Fund to help retrenched workers. This fund will give greater protection to laid-off workers who are affected by their employers' insolvency. The Ministry is also placing greater emphasis on nurturing a labour force that is disciplined, diligent, cost-conscious and productive.

We also wish to express our concern over the activities of some international trade secretariats to destabilize the industrial relations system in our country. The ILO should play a more active role in resisting and neutralizing this new form of protectionism which attempts to link compliance with international labour standards to free trade and flow of capital.

The Malaysian Government is of the view that more of the ILO's budget should be channelled towards human resources development, which is the key to productivity and to ensuring the continued economic growth of the nations. An HRD strategy has as its objective the development of a highly trained, highly skilled, technologically oriented and adaptable workforce.

With rapid changes taking place in the labour market, the ILO should channel more funds towards improving the capabilities of labour administrators. In particular, it should assist labour administrators in improving their understanding of the labour market and the consequential impact of economic and social policies on workers.

Let me conclude by expressing my confidence that the comprehensive agenda of this session of the Conference will enable all of us to return to our respective countries better equipped to deal with the various issues discussed both in the plenary and in committee. We are also willing to render any assistance to the ILO in discharging its mandate in the interests of workers and the society throughout the world.

Mr. DIRIA (*Minister of Labour and Youth Development, United Republic of Tanzania*) – It is a great honour and a privilege for me to address this august assembly. Please allow me to begin my remarks by conveying the warmest and most sincere greetings from the people of the United Republic of Tanzania. I should also like to congratulate the President on his unanimous election to the Chair of this important session of the Conference and to wish him every success in fulfilling his responsibilities. I would like to state that our delegation is ready to cooperate actively in ensuring the success of this session. In the same vein I should wish to pay tribute to the other Officers.

Allow me to commend the Director-General of the ILO, Mr. Michel Hansenne, and the entire Secretariat for the elaborate preparation of this session, including the comprehensive Report of the Director-General and conference documents to assist the delegates in their deliberations.

I should also further wish to join the earlier speakers in welcoming the Republic of Croatia, Uzbekistan, the Czech Republic, the Slovak Republic, Armenia, Kazakhstan, Bosnia and Herzegovina, the

Republic of Korea and the former Yugoslav Republic of Macedonia to the ranks of ILO membership. In Africa there is also a new nation which has recently been born, Eritrea. We are therefore looking forward to welcoming the new nation to the family of ILO members when it duly applies.

The Report of the Director-General focuses on a very topical issue, that of social security. The choice of this topic for discussion is very timely indeed. The full achievement of this objective is often hampered by social deprivation which remains widespread, particularly in the least developed countries, in spite of the structural adjustment measures to speed up their economic and social development.

The current economic difficulties are attributed to the world economic recession. The impact of the recession on the LCDs has been further compounded by the fall in world prices of their major export products, the lack of market access, particularly by their processed products, and the severe deterioration in the terms of trade and an increase in the burden of debt servicing.

The unusually long duration of the current recession is also of deep concern to my delegation. This uncertainty in the global economic environment has seriously affected development prospects for the least developed countries.

Tanzania, which continues to implement structural adjustment programmes, has experienced economic difficulties which have led to the reduction of government subsidies for various goods and social services such as health, education, etc. The impact of these cuts has been mostly felt by low income earners and increasing budgetary constraints are also causing the loss of jobs, particularly in the formal sector. The implementation of the structural adjustment programme has, for example, obliged the Government to lay off workers – over 50,000 – who were public servants. At the same time, some 300,000 persons are entering the labour force each year. Furthermore, our unemployed labour force is expected to increase by 15 per cent a year over the next decade. In these circumstances the employment situation will be untenable.

This alarming situation which we are experiencing calls for a new approach to the challenge of developing a system of resource mobilization which is geared towards job creation in the informal sector, as well as better remuneration for the workers in the formal sector.

Unfortunately, the prospects of improving the unemployment situation do not remain that bright. With the expected increase in unemployment figures, the current concern is how to integrate the growing number of unemployed into some form of gainful employment.

As for the workers in the formal sector, who are receiving inadequate remuneration for reasons stated earlier, the Government has been encouraging them to engage in income-generating activities or employment on a part-time basis. This approach could be applied to other unemployed workers. However, in the case of part-time work for the unemployed, precaution should be taken to ensure that it is not promoted as an end in itself, as this might well undermine the availability of full-time work without making any significant contribution to the expansion of the labour market. Furthermore, some employers may take advantage of this situation to deny security of employment to workers employed under such schemes.

One of the fundamental principles of the ILO is that workers must be paid an adequate living wage. Lack of development strains the capacity of the economy to provide enough and adequate jobs, let alone providing wages sufficient to meet their basic needs. The long-term solution is hence strong economic growth, including advances in both the agricultural and industrial sectors so as to provide a decent livelihood for all those entering the labour market.

The international community, through the International Labour Organization and other intergovernmental agencies, could specifically facilitate a solution to these problems through increased technical assistance, the establishment of vocational training centres, which would impart skill and confidence to the workers, and by extending credit for self-employment schemes. These measures would ensure the amelioration of unemployment as well as extreme poverty, which still affects the great mass of people in many developing countries. Continuing poverty and widening disparities inevitably lead to an explosive social, political and economic situation.

Notwithstanding these odds, Tanzania, with its meagre resources, has embarked upon measures to improve the social security of its workers through the national and parastatal provident funds based on the accumulation of contributions of workers and their employers.

Words cannot suffice to describe our appreciation to the ILO for the financial and technical assistance it has offered to developing countries, and Tanzania in particular, in promoting socio-economic development. In this regard I should like to express the appreciation of my Government for the ILO initiative to send a team of experts to review the existing social security system with a view to suggesting ways and means of mobilizing financial resources, both locally and externally, for the support of the social security programme in Tanzania.

My delegation is of the opinion that one way of ensuring that the assistance given to the developing countries is utilized efficiently would be to ensure that local experts are fully involved. For time has shown that projects relating to technical cooperation which are formulated by the developed countries and international bodies for implementation in the developing countries have not fully met the objectives for which they were designed. In this regard it was observed during the ILO/Norway regional symposium for African English-speaking countries on the impact of structural adjustment programmes on their industrial relations system that it was high time a social dimension in the African context was incorporated into the various programmes being formulated in respect of Africa. This would be achieved if our countries were involved in the formulation and implementation of the programmes. It is therefore hoped that the use of local expertise in the consultation, formulation and implementation of various ILO-funded programmes will be further encouraged. On this note I would like to express to the Director-General, Mr. Hansenne, that following his address to the African group of this important subject it is our optimistic hope that those endeavours will be realized.

On the issue of the prevention of major industrial accidents, may I point out that major environmental hazards worldwide have found their sources within the working environment. One may regrettably recall the tragedies of Bhopal and Chernobyl and recently the fire in a toy factory in Thailand, and the aftermath of the effects of those accidents on the surrounding population. For those who were working in the installations at that material time, the chance of survival was clearly minimal if not impossible. It is not guaranteed that such calamities will not occur in future and workers continue to be exposed to the dangers that may be concealed within their workplace. In this context we highly recommend acceptance of the proposed Convention concerning the prevention of major industrial accidents and I urge all of us to speed up its adoption and to become party to it. By so doing we will have made a significant step towards ensuring a better and safer life and creating a healthier working environment.

In conclusion I would like to address the state of affairs in South Africa.

The minority regime was given the benefit of the doubt when it began its process of reconciliation, and the world was justified in believing that a new day was beginning to dawn on South Africa. However, the current events have given us cause to doubt the regime's sincerity. To end the political violence and bloodshed that still goes on unabated, we strongly urge the democratic forces to bring the peaceful negotiations to a fruitful conclusion, in the absence of which we urge the world community to consider measures that will compel the minority regime to speed up the democratization process in South Africa.

Finally, we as members of the ILO would only be abdicating our responsibilities if we failed to ensure the complete eradication of the apartheid system and the establishment of a unitary, democratic and non-racial society in South Africa.

Original French: THE CLERK OF THE CONFERENCE – As you know, with the new system of electronic voting, and as usual, in order to be authorized to vote it is absolutely essential for delegates who are replaced by deputies to fill in the appropriate form. That is this form which will be given to them either at the Information Desk or at the Secretariat of the Credentials Committee, which you will find next to Door 13.

It is essential this year that these forms are filled in if you are to be replaced, preferably the day before a vote, but in any case one hour before any vote. The reason for this is that in order to have a completely up-to-date list for a vote which takes into account any possible replacements, we have to have this information at the latest about one hour before any vote.

(The Conference adjourned at 12.45 p.m.)

Sixth sitting

Friday, 4 June 1993, 3.15 p.m.

Presidents: Mr. Tabani and Mr. Badey

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Mr. KEARNEY *(representative of the International Textile, Garment and Leather Workers' Federation)* – Those who seek to hinder the progress of the ILO as it approaches the 75th anniversary of its founding, those who would neuter its standard-setting activities, and those who want to impose on workers worldwide a regime where all enterprises benefit from unregulated flexibility and freedom would do well to examine the reality of working life, particularly in developing economies.

Those who argue that the principles laid down in the Preamble to the Constitution of the ILO and in the Declaration of Philadelphia are only relevant provided that they are read in the light of today's world, where social protection is regarded as a rigidity in the free market, should take heed of the appalling and growing abuse of workers' rights highlighted by the record 113 violations documented for this year's session of the Conference.

Those who see the recent changes that have altered the face of the world as a passport to unbridled exploitation by employers on the basis that the transition to a genuine market economy implies a process of structural adjustment with consequent sacrifices for those involved, particularly workers, should perhaps consider the recent tragic fate of workers at the stuffed-toy manufacturer, Kader Industries, in Thailand.

Thailand, like the rest of East Asia's fast growing economies, boasts the competitive advantages so beloved by those advocating deregulation, including low wages, minimum social benefits for workers and virtually no health and safety requirements. A month ago more than 200 Bangkok workers, mostly young women, paid for these advantages with their lives in the worst factory fire in history. All but one small exit in each of the four-storey buildings in the factory complex were closed off. When fire broke out, even these single exits were locked, the 4,000 workers being warned to stay in their work areas as "the fire is not serious". Within minutes, scores of workers had been burned alive, others fell to their deaths, while many perished under the collapsing building. A further 500 were seriously injured. These deaths and injuries were the direct outcome of worker exploitation, the negligence of the employer regarding health and safety, the inability of the Thai Government to implement adequate labour legislation and the naked greed of multinational companies hell-bent on grabbing a greater share of world export markets.

Those who now openly advocate abandoning the ILO's role in setting and applying minimum labour standards claim that the improvement of working conditions and the protection of workers against the violation of their basic rights and against occupational accidents and diseases is only valid in a world of full employment and that promoting social and labour legislation only promotes rigidities and hampers economic growth and employment.

The 700 dead and injured toy-makers in Bangkok would certainly have welcomed and benefited from some so-called "rigidities" such as the implementation of basic health and safety standards.

Opponents of the ILO's traditional role argue that work is assuming new forms that are ill-suited to the classical models of industrial relations. How true. But it is exploitation which is reaching new levels – levels which cannot be ignored and must be the subject of international concern and action.

Take Haiti, which has experienced the creation of a climate of complete freedom and flexibility for private initiative, accompanied by a corresponding clamp-down on freedom of expression and freedom of association. During the 1980s, Haiti became the third largest exporter of apparel to the United States in the entire Central American and Caribbean region, with an annual increase in exports of 14 per cent. In the eight years to 1991 real wages fell by nearly 60 per cent. Wages in better companies in the apparel sector are around 1.11 United States dollars a day. At the end of a nine-hour shift a worker is left with US$0.37 having paid US$0.44 for transport and perhaps US$0.30 for lunch. After paying rent, the average working family in Haiti would be able to purchase six plantains, two onions, two tomatoes, one and a half cups of corn meal, two seasoning cubes, half a cup of sugar each week – no wonder many working families subsist on bread and rely on sugar cane water to fill their stomachs.

Haiti's assembly sector has been wiped union free. Wages have been slashed, working hours lengthened and instant dismissal is the norm. Might not some so-called "rigidities" in the form of social and labour protection ease the agony of Haitian workers?

Haiti is not alone. In Honduras in April a five-months' pregnant 25 year old employee of textile entrepreneurs, Marisol, was forced to work continually for more than 24 hours. She started bleeding and was taken to hospital where she had a miscarriage. Union activists, though banned from the factory, went to the Ministry of Labour who sent an inspector to the scene. First the employer was out; when finally contacted he denied everything. The inspector left. The union activists complained again to the Ministry of

Labour who wrung their hands saying there was no proof. A few days later, the woman had to return to work – matter closed! And still there are those who are demanding that all enterprises should have even more flexibility and freedom to exploit like this.

Nor is Honduras unusual. Golam Kabir Babul is the father of four young children. He is a supervisor in a Bangladesh garment factory and a union activist. He took part in organizing last November's strikes in support of demands for a minimum wage of US$39 a month, for the working day not to continue beyond 8 p.m., for wages to be paid on time, and for overtime payments and health and safety provisions in accordance with the law. Hardly excessive demands in the light of Bangladesh's booming export drive.

But, after pressure from garment employers, Babul, with others, was arrested on 27 November 1992, two days before the strike action. In spite of magistrates rejecting a request that he be detained in custody, police continued to hold him under emergency provisions, filing spurious charges that, as a trade union leader, he might be in possession of arms. It was not until the High Court dismissed these charges out of hand more than six weeks later that he was released. During this period in prison, he was continually threatened with beatings. Having had a serious stomach operation some time before, he pleaded with the police not to beat him, and had to borrow to pay bribes of more than US$500 to stop this happening. Of course, following his arrest and detention, he lost his job. Yet representatives of those who so harshly treated Babul and his fellow workers are among those demanding that the ILO abandon influencing the development of social and labour legislation which will, they say, only hamper economic growth.

Meanwhile, in Pakistan, independent studies indicate that as many as 8 million children are engaged as bonded labour, half a million of them, from 4 to 14 years, in the carpet industry. A handful of powerful carpet exporters are growing rich while Pakistan's carpet children are dying from TB, cancer and hunger every year. Yet, Pakistan's federal labour minister denies this, saying that "the carpet industry is not using bonded labour," flying in the face of all available information.

The siren voices demanding a diminution of the ILO's role want international labour standards to be limited to general principles without going into details or creating "useless rigidities". Presumably, the Conventions concerning the minimum age for employment are a "useless rigidity".

These same critics claim that top priority should be given to fighting poverty through the development of productive employment. Child labour encompasses the two major issues of unemployment and poverty. Unfortunately, the basic reason for unemployment in many countries is child labour. India now has around 55 million children engaged in servitude on the one hand, while on the other there is almost an equal number of young adults unemployed. Children are employed rather than adults, because of their physical and mental vulnerability and because they are cheapest in the market or are free labour.

People think that the root cause of child labour is poverty, but this is only a half truth. The reality is that poverty is the result of child labour. Only social and labour regulations can aid these and other exploited workers around the world. Without regulation, entrepreneurs will search out the very cheapest possible sources of labour, the areas with the minimum social and labour protection, and the most vulnerable communities. It is thus crucial that the role of the ILO be strengthened, not weakened. Ensuring the ratification of international labour Conventions and their subsequent application takes on a new urgency. Developing the ILO's advisory role in establishing a means by which internationally agreed minimum labour standards can be implemented becomes imperative.

All the evidence suggests that the ILO's reliance on the good sense of member States to apply even the core minimum labour standards is not sufficient. This is especially true in countries where a climate of terror or military repression results in the denial of worker rights and it is particularly the case in the free trade zones and "maquiladora" sector in countries around the world.

What is clearly needed is a mechanism by which trade can be used to aid development and improve working and living standards around the world. The International Textile, Garment and Leather Workers' Federation believes that this can best be done through the establishment of a link between trade and worker rights where the access to world markets would be governed by respect for and implementation of the core Conventions of the ILO.

Such action will require determination by the ILO and a recognition by GATT that trade cannot take place in isolation from all other aspects of the international economy. The ILO should immediately begin efforts to establish a dialogue with GATT on how they can jointly contribute to a growth in world trade resulting in better conditions for workers worldwide.

The attack on the ILO from employers who seem to want to turn it into a mere technical agency for human resources management must be defeated. The ILO must become more aggressive in defence of its core standards and it must not allow itself to be marginalised and ignored.

The horrific deaths of the 200 young Bangkok factory workers was a tragedy waiting to happen. It could have occurred anywhere in Thailand or in any other country with multinational companies interested only in today's profits.

These deaths, however, pose the question of what is the line between commercial imperatives and the exploitation and risks to workers. And if this tragedy is not a wake-up call to governments and employers worldwide – indeed to the ILO itself – there never will be one.

Original Arabic: Mr. AL-OUN *(Minister of Social Affairs and Labour, Kuwait)* – In the Name of God, the Merciful, the Compassionate, it is a pleasure for me to join my other colleagues in congratulating the President on his appointment, and we are convinced that this session of the Conference will enjoy great success due to his leadership, wisdom and the assistance of his colleagues and the heads and members of delegations, not to mention the endeavours of the International Labour Office and its committees and all those who assisted in the preparation of the agenda items and other documents to be discussed during this session of the Conference.

The topic of the Director-General's Report *Social insurance and social protection* has been well chosen. This is a major problem at the moment, directly related to the social security of individuals and families in a world which is changing rapidly, especially in social and economic areas, giving rise to a situation which prompts individuals to seek protection and the assurance of an adequate income to be able to cope with emergencies.

Social security is a comprehensive, integrated system, and includes all the services provided by the State aimed at ensuring a decent standard of living for the population. These services include social insurance, the various kinds of assistance for the population, free medical care and education.

The State of Kuwait is concerned with social security in its broadest sense, because it recognizes the important role assigned to it in protecting the individual and the family and the many goals it must reach in economic and social areas mainly in terms of guaranteeing social integrity, cooperation and solidarity. To this end, the State tries to implement legislative instruments to guarantee protection.

These instruments include the Social Insurance Act No. 6/1976 which covers old age, disability, sickness and death insurance for all public officials, persons working in the private sector, oil companies, the self-employed, military personnel and members of the liberal professions. This Act covers other cases such as the termination of service because a post has been abolished, on medical reasons, retirement age has been reached or occupational injuries. There are many advantages of this Act, including the fact that it covers all those employed in the various sectors of activity, gives entitlement to pensions for the non-Kuwaiti military personnel who took part in the conflicts of 1967 and 1973, reduces the period of service for married women from 20 years to 15 years, and provides for the termination of services of an insured person after 15 years of paying contributions.

The system will be improved and provide for social insurance which grants benefits based on the number of family members in order to balance as well as possible income before and after retirement. The amendment to the Act will come into force in 1995 and will provide additional benefits for workers.

These instruments also include Act No. 22 of 1978 on public assistance which provides financial assistance to the individuals and families with financial difficulties and in cases of disability, to persons unable to work, to the families of prisoners, students, and to unmarried women. Benefits range from US$800-2,000 monthly, and are amended from time to time to keep pace with living standards. There were more than 10,000 families benefiting from these aids in the first half of 1992, which amounts to more than 17,000 individuals. The total amount of benefits paid exceeded US$38 million.

The third instrument concerns free education at all levels. The Government is engaged most seriously in eradicating illiteracy and to this end has established schools in residential areas, equipped with modern services and equipment and hired to qualified teaching staff. Suffice it to say that the number of students in a classroom is between 27 and 30 at the different levels.

The fourth instrument covers State medical services and introduces preventive medicine and treatment against all diseases. These services are offered in specialized hospital medical centres, dental clinics, mother and child care centres. The average population per doctor is 600 whereas the average population per bed is 319 which is considered one of the best rates in the world due to the fact that the United Nations praised medical welfare in Kuwait and the efforts exerted to promote and raise life expectancy at birth to 73 years and to reduce the mortality rate to 6 per thousand.

The fifth instrument covers State housing welfare and the construction of residential blocks and houses for medium-income families. The funds spent on housing projects exceeded US$1 billion in the period from 1985 to 1990 and were spent on building 21,000 residential units. In addition to these services, the State grants housing loans aimed at the renovation and expansion of units in need of such attention.

The State has an increased social insurance burden caused by the imprisonment of nearly 850 prisoners of war, who remain captive in Iraq's detention camps. The families of those prisoners are given benefits by the State which has dedicated itself to easing and reducing their psychological, social and financial suffering. The International Labour Organization, which is particularly interested in social insurance as can be seen by the adoption of many Conventions and Recommendations, is called upon to continue its efforts through extending assistance to developing countries, sending experts and through the services of consultants.

Kuwait, which has suffered a lot from aggression vehemently condemns racial discrimination in South Africa and in Bosnia and Herzegovina. Therefore, it calls for an end to inhuman practices in these regions and for compliance with the provisions of the Geneva Convention relative to the protection of civilian persons in time of war, 1949.

Finally, I pray to God the Almighty, the Powerful, to support us in our deeds and efforts so that our nations may keep their pride and dignity, to usher them forward in the direction of progress and prosperity in a world where social justice prevails and there is peace based on justice.

May the blessings and peace of God be upon you all.

Mr. CASIANO *(Minister of Labour and Administrative Reform, Sudan)* – Allow me to convey my sincere congratulations to the President on his election to the Chair of this important session of the Conference. We are quite confident that his experience and wisdom will guide our deliberations to a successful conclusion. Our sincere congratulations go also to the Director-General of the ILO on his re-election. We wish to avail ourselves of this opportunity to pledge our support and cooperation. We would also like to congratulate the new member States which have joined the ILO.

The 80th Session of the International Labour Conference is being held at a time during which our planet is witnessing radical and profound changes in the international arena. It is quite evident that we in the Third World are enormously affected by the wind of change with its far-reaching implications on our destiny as developing nations. Indeed, the International Labour Organization, like all other international institutions, tries to adjust its norms and policies to keep up with recent changes in practical and positive ways, especially in dealing with labour matters throughout the world. In this connection, we hope that the outcome of such efforts will help ensure that social justice and equality prevail among nations. We also hope that the ILO's efforts will help narrow the gap between the north and the south for the well-being and welfare of the working people everywhere.

We are quite sure that the ILO will continue its endeavours and pursuits for a new and just international order, and this goal could be achieved through its intensified role in technical assistance to developing countries in the context of the new orientation of the ILO towards field activities.

Turning to the main theme of the Conference, let me congratulate the Director-General on the appropriate selection of the topic of *Social insurance and social protection*. We believe that the Director-General is right to give attention to such protection of life among the working people. We consider that the programmes proposed by the Director-General to help member States in this connection are workable and reasonable.

In the Sudan, we have embarked on the implementation of a three-year economic salvation programme for 1991-1993 to achieve the following main objectives: (1) enhancement of the productive sector; (2) mobilization of human and other resources to serve the programme; (3) establishment of social equilibrium to avoid activating the economy at the expense of economically vulnerable groups.

Within the context of this objective, which is related to the discussion of social insurance and social protection, we have applied a broad-based social welfare system to enable limited income groups (in the government service and elsewhere) to cope better with any inflationary pressures emanating from the process of restructuring and liberalization of the economy. Some significant achievements in this system could be summarized as follows:

The Social Insurance Act introduced in 1974 provides old age, sickness and employment injury benefits. It was amended in 1990 to include further substantial benefits, including full wage coverage, widening the umbrella of coverage to incorporate establishments employing ten workers instead of 30 workers, and extending geographical coverage as well. The Social Insurance Fund Tripartite Board of Administration is focusing its attention on developing the system in areas of sound investment, modernization and ensuring more incremental benefits to the workers.

The National Pension Fund was established under the National Pension Act, as an independent tripartite body having its own legal structure. The pensions' umbrella was extended to cover all government employees working in the public sector.

The Public Service Pension Act of 1975 was amended in 1992 to include the following benefits: (a) an increase in the maximum pension from 75 per cent to 83.3 per cent of the last salary; (b) an increase in the amount of after-service gratuities; (c) the addition of the equivalent of one-third of pensionable service for workers who complete 25 years of service; (d) the counting of leave without pay as pensionable service.

A social solidarity fund has been established to combat poverty. This fund offers social assistance to disadvantaged groups of society in the following forms: (a) cash assistance for needy families; (b) assistance in kind in the form of goods and services; (c) the provision of subsidized goods and services to specific vulnerable social groups; (d) assistance for production in the form of tools enabling individuals and families to produce certain goods and services.

The "Zakat" (endowment) system which is institutionally applied in the Sudan offers a wide spectrum of social protection.

A Supreme Tripartite Council for Wages was established in 1990 to review the wages periodically to take account of the negative effects of inflation on the real incomes of workers. Within a three-year period, the minimum wage has been tripled. Wages above the minimum level have been considerably increased through collective bargaining between employers and workers.

The Sudan has adopted a ten-year comprehensive national strategy in which emphasis has been placed on human resource development. Areas identified in this connection include education, improved health care, food security, nutrition, increased access to safe water and sanitary services, generation of productive employment for all and the enhancement of popular participation.

In the area of social protection, objectives have clearly been specified as follows: (1) extension of the social insurance umbrella to include all citizens; (2) enactment of unified social assistance legislation; (3) recourse to popular, voluntary and charitable organizations to gear their efforts towards social solidarity.

On the labour scene, the remarkable event this year has been the election of trade unions under the 1992 Trade Unions Act. These elections were freely conducted under the supervision of neutral committees approved by the trade unions. The outcome was thus democratic and fair.

I take this opportunity to make to this esteemed gathering a brief mention of one of the problems which is an obstacle in our path towards development, namely the war in the south of the country. The Government is keen to achieve a peaceful settlement to this unfortunate conflict. The recent peace talks in Abuja under the guidance of the President of Nigeria, Mr. Ibrahim Babangida, were a positive step forward in our pursuit for peace.

In conclusion, our delegation would like to reiterate its total and unflinching support to the people of South Africa in their successful drive to dismantle apartheid. We also strongly stand beside the people of Bosnia in their struggle to preserve their independence against the atrocities of ethnic cleansing and genocide.

Original Arabic: Mr. OULD HAYE *(Minister of the Public Service, Labour, Youth and Sports, Mauritania)* – I would like at the outset to express to the President, on behalf of the Islamic Republic of Mauritania and, through him, to the Arab Republic of Egypt, our felicitations on his election to chair the 80th Session of the International Labour Conference. I am certain that he will discharge his functions as excellently as possible in view of his abilities and wisdom. I would also like to congratulate Mr. Michel Hansenne on the occasion of his re-election as the Director-General of the ILO. I would also like to thank and express our appreciation to the International Labour Office for its propitious efforts in the preparation of this session of the Conference. I am also duty-bound to welcome the States that joined the ranks of our Organization after the last session.

The Director-General of the ILO, in his Report this year, tackles the subject of social insurance and social protection in the member States and the role that could be played by the ILO in helping make these systems more effective. There is no doubt about the importance and topicality of this subject especially as regards developing countries, where social protection in most cases is adversely affected by and has repercussions on the economic situation in view of the scarcity of resources, structural adjustment programmes and the transition to a market economy.

The Government of Mauritania has attributed to social protection a pivotal role in its development programmes out of its belief in the close relationship between economic development and social protection. Therefore according to the instructions of His Excellency, the President of the Republic, Mr. Maaouya Ould Sid'Ahmed Taya, and despite the limited resources and the difficult economic situation, the Government has endeavoured to improve social insurance services, the development of health care, welfare and employment policies, and combat unemployment.

In the field of social insurance the resources of the National Fund for Social Protection have been increased both qualitatively and quantitatively. Thus, since last year the retirement pension system has seen a 28 per cent increase and survivors and orphans are now entitled to benefit.

While maternity allowances were increased twofold, family benefits were also increased by 50 per cent in recent years. The health care and occupational accident schemes now cover occupational diseases and out-patient care. New branches of the fund have been opened in many provinces of our country to familiarize beneficiaries with their entitlements.

Within the framework of improving working conditions, constant efforts have been made by all concerned to increase protection at the workplace. In order to establish an integrated policy in this field last year we held an international meeting, in Nouakchott, in cooperation with the International Social Security Association, in which more than 20 African States took part. We also hope to convene a national symposium this year in cooperation with the ILO.

The National Fund for Social Protection is one of the most important mechanisms of social protection in our country. We are working towards developing its administrative and organizational abilities through the introduction of data processing and improving its working methods. I would like to thank the ILO for the advice it has given in this respect.

In the field of health and medical care, the Government has adopted a policy aimed at combating endemic diseases, providing basic medicines and establishing hospitals and clinics. Women and children are covered by various programmes which also promote the integration of women into economic activities.

Employment and fighting unemployment are among the most important interests of the Mauritanian authorities. Vocational training centres have been established to provide training to youth, with priority being given to sectors which provide the most job opportunities.

The provision of social protection of different kinds and its extension to include all categories of the population is an enormous and complicated process, as has been explained by the Director-General in his Report. Yet this process remains an integral part of the wider issue of economic, political and social development throughout the world. This is a mission that requires greater coherence and coordination between international organizations and governments as well as the social partners.

Thus, we hope that this session of the Conference yields clear-cut opinions and views on the issues under discussion, as well as strategies for work.

I would like to conclude by alluding to the difficult situation of the Palestinian workers in the occupied Arab territories and of the workers in South Africa and the importance of enabling them to overcome their difficult situations. We hope that the conclusions of the special sessions on these two important issues will have a positive effect on the interests of these people.

Original Vietnamese: Mr. TRINH TO TAM *(Deputy Minister of Labour, Invalids and Social Affairs, Viet Nam)* – On behalf of the delegation of the Government of the Socialist Republic of Viet Nam, I would like to express our warm congratulations on his election to the Presidency of the 80th Session of the International Labour Conference. I also congratulate the Officers elected at this important session. I believe that, given their talent and experience and the cooperation of all the delegations present here, they will surely achieve the results expected of this Conference.

I would also like to congratulate Mr. Michel Hansenne for the fact that the Governing Body of our Organization has reaffirmed its confidence in his ability to accomplish the important tasks of Director-General of the International Labour Office.

My delegation again wishes to express satisfaction with the content and quality of the annual report prepared by the Director-General of the ILO. Indeed, the theme of the Report *Social insurance and social protection* correctly reflects the situation and the concerns of member countries. As in many countries, one of our highest concerns has been to make best use of and to foster human resources for social and economic development in a world whose economic environment and international economic relations are not favourable to developing countries. On the other hand, the process of structural adjustment, socio-economic stabilization, and the transition from centrally planned to market economies have given rise to a series of problems, the solution of which has two aspects: the increase of labour productivity and employment; and the maintenance and improvement of social security systems for the workers. We hope to hear and to exchange ideas with the Secretariat of the ILO and other delegations regarding policies and measures to solve these problems.

With respect to the review of ILO activities in the past year, we have paid much attention to the Organization's technical assistance and welcome the report for its reference to matters of concern to us, ranging from employment and development, including migration and population; development of entrepreneurship and training in managerial skills; labour legislation and occupational relations (including those of multinational corporations); labour conditions and social benefits; to activities in the field of hotels and tourism, and so on.

We believe that the results of these discussions will be incorporated in the programme and budget of 1994-95 and that Viet Nam's needs for technical assistance will be taken into account.

Last year was a time when Viet Nam was able to make great efforts in the field of labour management. In our reforms we are continuing to shift from centrally planned to multi-sector economies, working in the framework of market mechanisms, and towards renovation.

Along with the fundamental achievements of socio-economic stabilization and containment of inflation, the Government of Viet Nam has been implementing new policies in the field of labour management. The employment programme has established concrete measures through the organization of workers in most of the administrative establishments, State offices, and state-run production units. Tens of thousands of workers who were unfitted to and ineffective in market mechanisms have lost their employment while many unproductive enterprises have been shut down. However, the State has also helped these people by providing them with funds and creating new jobs. The State has allocated a budget to establish hundreds of job centres which help to train tens of thousands of people, and many of these have been offered new jobs after retraining. Small projects have also provided jobs for many others while newly set-up state-run establishments, which are increasing in number, promise more job opportunities. Moreover, the Government has put into effect policies which will support new production units through taxation, particularly low taxes applicable to new establishments, as well as credit programmes with advantageous interest rates.

With a view to finding solutions to the problem of unemployment in rural areas, the State has established new policies for the redistribution of population and labour. We are moving towards an improved salary and social security system to improve the workers' living conditions, moving and move towards social justice and increased production.

We are completing a new labour law system, working out labour standards for workers' protection, collective labour agreements and so on.

Our activities in the field of labour, especially after our reintegration into the ILO, have benefited from close cooperation with the ILO. We have received technical assistance and the ILO has formulated a number of legal labour policies. Like other Asian and Pacific countries, Viet Nam is looking forward to benefiting from increased ILO technical assistance.

Finally, may I express the hope that further support from the ILO and other friendly countries, far and near, will help us to work towards our noble goal of providing jobs for everybody and realizing social justice in Viet Nam.

Original Arabic: Mr. AL-DAB'I *(Government delegate, Yemen)* – In the name of God, the Merciful, the Compassionate! Allow me first of all to congratulate the President and other officers on behalf of my delegation. We trust that our President's long professional experience and proven ability will guide our conference to a successful conclusion.

I take this opportunity to commend the Director-General of the ILO and his staff on their valiant and tireless efforts to achieve the goals of the ILO, to implement its principles and to develop ways of enabling it to respond more effectively to the needs of its constituents.

My country is undergoing a process of political change and is making progress in the enforcement of human rights. It is not surprising that the Yemeni multi-party parliamentary elections held on 27 April this year captured international attention. They provided the Yemeni people with their first opportunity to choose freely who should represent them. The democratic experience has demonstrated the high level of awareness of the Yemeni people, who enthusiastically entered the electoral contest, increasing popular participation by enabling a number of different political parties to win seats in Parliament and broadening the scope of collective responsibility.

It is not surprising either that Yemeni women are playing a more prominent role in society, even winning seats in Parliament. By participating in the elections on an equal footing with men, they took a major step forward in their arduous ascent towards the occupation of positions of responsibility and the sharing of power with men in public life. Following the elections, determined action was taken to devise an appropriate legislative framework for democracy through constitutional amendments designed to reinforce constitutional legality and the multi-party system. To ensure the peaceful handing over of power, the presidency will be limited to two terms. There will also be a clear separation of powers, local elections will be held for all offices at provincial and district level and the right to political opposition based on free and fair competition will be guaranteed.

My delegation took note with deep satisfaction of the items on the agenda, since we believe that the development of social insurance and social protection systems in the member States and the ILO's role in improving their effectiveness are of the utmost importance. Social security has certainly been going through a phase of recession and retrenchment since the early 1980s. It is important to note that as a rule workers who enjoy job security tend to be more cooperative in changing circumstances.

Labour standards are important in that they encourage behaviour that prevents destructive side-effects from spreading to the labour market as a whole. Facile adjustment measures such as the lowering of wages, the lessening of job security and safety, and the less than full implementation of social security measures all lead to conflictual labour relations that undermine mutual trust.

Yemeni legislation has been concerned to ensure that systems of social protection are based on respect for workers' entitlement to accident insurance, retirement and old-age pensions, disability and unemployment benefit, health care and maternity and family benefits for both male and female workers. Pension systems for the civil service and other sectors have been developed.

As far as the ILO's technical cooperation is concerned, we support the Director-General's proposal to maintain the present level of direct support to the least developed countries, to promote new activities that link the technical and standard-setting approaches and to continue the search for new modalities that will make the Organization better able to respond to the needs of its constituents.

We welcome the proposed new approach involving an active partnership in planning the Organization's activities in the field and at headquarters, thus enhancing the Organization's operational capacity. The new department will replace the existing structure so as to ensure closer cooperation with field units in the future.

We are confident that the two new instruments before the current session will constitute an important step in the process of protecting workers, the population at large and the environment from the consequences of major industrial accidents. The ILO has a crucial role to play in this regard. The protection of part-time workers is also a subject that calls for serious discussion. Whatever the diversity of existing opinion, we should none the less be able to reach a consensus on the adoption of standards from which all stand to benefit.

The situation of migrant workers calls for further decisive action on the part of the international community to protect their interests, to ensure observance of the principle of equality of opportunity and treatment in their case and to guarantee their right to social justice, wherever they may reside. We hope that the resolutions concerning migrant workers will be given the attention they deserve in the ILO's programmes and projects.

A prominent feature of our era is the move to establish free and democratic societies, to secure respect for human rights, to make the environment healthier and pollution-free, to prevent industrial disasters, to combat unemployment, poverty and disease and to improve working conditions. There are a number of questions that deserve our attention and that touch on the very essence of human rights, for example the collective punishment inflicted on certain peoples – in Palestine, Lebanon, Iraq, Bosnia-Herzegovina, South Africa and elsewhere – which leads us to conclude that double standards are being applied. It would perhaps be fitting for the wealthy countries to find ways of writing off the debt of the poor countries and improving their economic and social conditions, of eliminating famine and disease and of reaching a peaceful and speedy settlement for the many crises besetting the world. All parties concerned must respect international law, statutes and customs so as to ensure that such settlements are fair and just and guarantee the rights of all parties.

The Republic of Yemen supports all action aimed at promoting freedom, social justice and democracy and calls for an end to the policy of apartheid in South Africa. We reiterate our solidarity with the people of South Africa and their right to freedom.

We also call on the international community to provide the necessary humanitarian assistance for the reconstruction of Somalia and the restoration of peace in that country. We congratulate the people of Eritrea on their country's independence and we welcome the new Members of the Organization.

Lastly, we hope that our Conference will be crowned with success, thus contributing to the welfare and prosperity of humankind.

Original Portuguese: Mr. HUNGUANA *(Minister of Labour, Mozambique)* – I would like to associate myself with all previous speakers in congratulating the President on his election to preside over the business of our Conference.

I offer my congratulations also to the Director-General for the comprehensive Report on the activities of the ILO which he has placed before us. However, I do regret once again that this Report was not distributed sufficiently in advance for us to read it with all due attention.

After a long war – a war which is notorious for having been one of the most genocidal and destructive, and not only in Africa – the people of Mozambique are beginning to see the first glimmers of peace. That peace is the result of a prolonged and patient process of negotiation which culminated in the signature of the General Peace Agreement in Rome in October 1992. In spite of many delays in the implementation of that peace agreement, I am glad to say that the country is now quiet; it is urgent to consolidate this peace.

I refer to the political situation in my country to indicate the role which the international community, particularly the ILO, can play in the present phase of my country's history.

Implementing the peace agreement and consolidating peace in Mozambique depends upon the demobilization of the armed forces of the Government and of *Renamo*, and the constitution of new armed forces with equal participation from both parties. This demobilization will affect close to 100,000 men who will be released into the labour market; and yet they have no skills other than the skills of war. If we cannot achieve a reasonable level of supervision and help for these people in their reinsertion into society, it will not be possible to ensure stability in the country, or guarantee the preservation of our hard-won peace. Consequently, concerted efforts are required to finance labour-intensive works, to rehabilitate productive activities in industry and in agriculture and, just as important, to train those people in self-reliant and self-sustaining forms of work in the so-called informal sector. We are going to have to revitalize vocational training in order to convert men of war into the builders of a peaceful and prosperous society.

These areas fall under the competence of the International Labour Organization. If the importance of the connection between demobilization, jobs and vocational training is understood fully, the international community, and the ILO in particular, will make a decisive contribution to peace in Mozambique. My Ministry has already undertaken contacts in this area and we hope that they will lead to a participation commensurate with the enormous challenges which Mozambique has before it.

In compliance with the General Peace Agreement, a conference of donors was held in Rome last December. It was to mobilize additional resources for the rapid implementation of the peace process and to cover the financial requirements for the reintegration of demobilized personnel and refugees, and for the electoral process. There will be a follow-up conference in Maputo in this month of June.

Mozambique has also received support from the ILO, the World Bank, the EEC and the UNHCR in dealing with the difficult economic situation in the country.

The success of the democratic process in Mozambique will depend not only upon the capacity of the State and other national economic agents, but also on international cooperation which is so necessary to maintain peace and to achieve progress.

Hence, I beg to repeat on behalf of my Government, our appeal to the ILO and to the international community, which is represented in this hall, for the resources needed to deal with the reintegration of demobilized military personnel and of refugees and displaced persons, and for financing to create jobs, to reactivate vocational training activities, and to extend the social security system throughout the country, and for investment in the economy in general.

This very short statement has as its main objective to draw the attention of this Conference, of concern to the ILO to the specific areas in which my country needs help, in the interest of peace, democracy and development.

Before I conclude I would like to say that these concerns of ours are certainly not exclusive to Mozambique; they are not exclusive at all to the southern region of Africa; they cover almost the whole continent. However, I believe that we are beginning to see some of the basic conditions for a more positive and dynamic understanding of our problems than we have in the past. A recent sign – and perhaps the most imporant sign to date – of this new dynamic and positive form of understanding was given in a statement made by Warren Christopher at the African-American Institute, when he said that:

(The speaker continues in English.)

During the long cold war period policies toward Africa were often determined not by how they affected Africa but by what advantage they brought to Washington or Moscow. Thankfully, we have moved beyond the point of adopting policies based on how they might affect the shipping lanes next to Africa rather than the people in Africa.

(The speaker continues in Portuguese.)

In talking about the new type of relationship, Warren Christopher went on to say:

(The speaker continues in English.)

That it will be a new relationship in which the United States can assist Africans in building democratic institutions and laying the foundation for economic growth, but in which the role of the United States is to enhance, not to erase, African solutions.

(The speaker continues in Portuguese.)

As an African, and particularly as a Mozambican, I listened with great attention and interest to these new sounds arriving from across the Atlantic. Finally, the new winds of change are blowing once again over our continent. They are part of a global change and they carry with them the unambiguous sound of progress.

Original Spanish: Mrs. REYES DE LEON *(Government delegate, Colombia)* – I would like to begin by expressing my warmest congratulations to the President of the Conference and to the other officials for their well-deserved election. I am sure their efforts will contribute to resolutions and decisions which will benefit all our peoples.

Colombia is moving through a great process of transformation. The Government, led by Dr. Cesar Gaviria Trujillo, has been fulfilling a commitment to provide the State with instruments of modernization attuned to the new realities of our country and the world in general. Internationally, it is necessary to review trade policies, finally to place Colombia in the world markets. Domestically, the citizens have demanded increased participation in the decision-making process and in the regulatory role of the State.

This is the perfect setting, in the presence of governments, workers, and employers from throughout the world, to reaffirm the deep democratic convictions of our country and the unshakable will for civil society which is still at the heart of Colombian society. As we approach the 75th anniversary of the ILO and the 50th anniversary of the Declaration of Philadelphia our delegation is proud to be here, and at the same time to reaffirm understanding between nations and peoples.

I would like to review rapidly the situation of labour, employment and social security in Colombia. Since Act No. 50 of 1990 was promulgated, there were immediate benefits trade unions and employment. Over the past two years the amount of applications for trade union registration has increased by about 30 per cent as a consequence of the mechanisms laid down by the Act; this fulfils one of the commitments we made to the ILO in 1984.

This Act, apart from promoting the direct hiring of labour and job stability, strengthens freedom of association by providing stiffer penalties against persons who infringe freedom of association.

In the job market, the unemployment rate has gone down over the past year, thanks to more flexible contractual relationships, the creation of new jobs and an increase in non-traditional exports. In our capital city the unemployment rate is 7.5 per cent, the lowest since 1983; in the four most densely populated metropolitan areas in the country the unemployment rate has dropped from 10.5 to 9.5 per cent. The Government understands that in order to defeat unemployment we must achieve sustained economic growth. It is also aware of the fact that there are short-term costs in the fight against inflation and the liberalization of the economy. These costs, however, have not have been as high as the pessimists thought they would be, particularly as regards unemployment.

The obstacles we have encountered in our development efforts are basically linked to our former closed economy which was geared to protecting inefficiency, and to the lack of competitiveness. To deal with the challenge of generating jobs, increasing the coverage of public services and improving levels of health and education, it has been necessary to increase the employment level, which now stands at 10.5 million persons. Our approach involves the internationalization of our economy, based upon a solid process of modernization in our institutions, which began with the promulgation of the Constitution of 1991, and has continued with the restructuring of the State and widespread deregulation. In accordance with our new Constitution, we have undertaken a detailed evaluation of the structure and operation of the executive branch, so as to adapt it to institutional changes and to the redistribution of responsibilities and resources. In this context, we are suspending, merging or restructuring 63 state agencies so as to make more efficient the operation of a number of decentralized institutions. We are also transferring responsibilities to counties and towns, and freeing the State from responsibilities which, at our present level of development, can be better dealt with by the private sector. The autonomy of our regions, which is an essential part of political openness, has been furthered by our administrative decentralization – a process that has been widely supported by the people.

These processes make it necessary to redefine the type of training provided to the labour force. The National Training Service (SENA), which is responsible for providing training to Colombian citizens to equip them with the skills they need to move into the labour market is being restructured under a Constitution of 1991. The modernization of SENA will align it with the growing requirements of vocational training generated by a new development model; it involves programmes to relocate and retrain workers who have lost their jobs. SENA will be administered by agencies which enjoy administrative and financial autonomy, and with the active participation of workers, employers, universities, research centres, and NGOs.

As regards social security, the Colombian delegation agrees with the Director-General of the ILO that social security is a basic right and an integral aspect of economic, political and social development. That is what we believe in our country. Our Congress is now discussing a bill presented by the Government through the Minister of Labour which is aimed at increasing the coverage of social security, which now reaches only 20 per cent of the population.

This initiative, based upon the present Constitution and the principles of universality, solidarity and efficiency, will create a comprehensive social security system aimed at guaranteeing the payment of old-age invalidity and survivors' pensions, and covering 51 per cent of the population in the informal sector. Similarly, in the field of health it provides for the creation of health services which will gradually achieve universal coverage.

The reform of our social security system is an urgent response to the aspiration of Colombians to deal with the hazards of life which reduce the standard of living and which limit the possibilities of development.

With humility, but also with determination, I call on capital and labour to work together to build a world of peace, harmony and social security for everyone.

(Mr. Badey takes the chair.)

Original French: Mr. SIDIBE *(Minister of the Public Service, Labour and Modernization of the Administration, Mali)* – It is a great honour for me to speak before this august assembly.

On behalf of my Government, of my delegation and in my own name I would like to join those who have spoken before me to congratulate the President on the occasion of his election to chair the 80th Session of the International Labour Conference.

I am certain that under his clearsighted leadership our work will be crowned with success.

My congratulations also go to the officers of the Conference for the trust which the Conference has placed in them.

Allow me to take this opportunity to thank the Governing Body and Mr. Michel Hansenne, Director-General of the International Labour Office, for the exceptional quality of the reports. My Government welcomes the inclusion of the important question of social insurance and social protection on the agenda of this session.

The timely and pertinent Report of the Director-General on this topic raises issues which will have to be dealt with by the International Labour Organization and its member States, whether they are from the north or the south.

An analysis of the document reveals, in addition to observations of the evolution of social protection, external and internal constraints which have a negative impact on it, as well as the need to improve the machinery dealing with this question at a time when the resources available for social protection are becoming increasingly scarce.

I need not remind the meeting that immediately after achieving independence Mali adopted a social welfare code, establishing a system of social protection which is considered one of the best in the subregion.

As regards the Social Security (Minimum Standards) Convention, 1952 (No. 102), I would like to point out that the law and regulations in Mali is in line with the principles of the International Labour Organization.

The protection system includes a family benefits scheme, prevention and compensation for occupational accidents and illnesses, health care and old-age insurance.

It deals mainly with workers covered by the Labour Code, but there is a possibility for voluntary insurance for most of the services offered.

Nevertheless, I must note that the achievements of this social protection system are increasingly fading away because of the social cost of the structural adjustment programmes which my country has had to begin.

This is why, aware of the need to implement other forms of social protection taking into account the needs of all of the population, my Government has established a ministry to deal with questions concerning health, solidarity and the elderly. This testifies to our political will to ensure that social protection is part and parcel to economic and social progress.

For instance, we have developed a plan of action in order to establish an institutional and legal environment conducive to the emergence and development of mutual assistance programmes commensurate with the ideals and values of our people.

More specifically, as regards the current social security scheme, the National Social Security Institute has suffered from the backlash of our economic reforms as its funding declined following numerous dismissals of workers.

A drastic recovery plan is now being implemented, and the International Labour Office's support is being requested for an actuarial survey of the institution.

The National Union of Workers of Mali, in light of the very high social cost of structural adjustment programmes, organized an international conference in Bamako from 26 to 28 April 1993 in cooperation with the ICFTU to deal with the social dimension of structural adjustment. The conference was chaired by the Head of State, Mr. Alpha Oumar Konare.

The aim of this conference was to seek consensus at the national level through consultation and dialogue between the main actors in development: trade unions, governments, international financial institutions, the International Labour Organization, and other international organizations. The conference stressed the lack of social protection in existing programmes and recommended that governments make better provisions for social benefits in future reforms.

The delegation of Mali concurs with the point of view set out by the Director-General in Part II of his Report entitled "ILO activities in 1992".

My Government greatly appreciates the efforts deployed by the Organization in its various fields of competence at the level of the member States and invites it to continue on this path in order to foster democratic values, combat poverty and improve social protection of workers.

As for standard-setting, after having presented to the competent national authorities the instruments adopted at the last session, my Government recently submitted to the National Assembly draft laws for the ratification of certain instruments, such as the Labour Relations (Public Service) Convention, 1978 (No. 151), the Workers' Representatives Convention, 1971 (No. 135), the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and the Rural Workers' Organizations Convention, 1975 (No. 141).

Most of the provisions of these Conventions have now been included in the new Labour Code.

One of the main missions of the ILO is to develop international labour standards to serve as a guide and reference for member States which wish to improve living and working conditions. It is therefore with considerable interest that our delegation has noted the inclusion on the agenda of the second discussion of the prevention of major industrial accidents and the first discussion of part-time work.

I am certain that the new instruments to be adopted by the Conference on the prevention of major industrial accidents will mark an important stage in the protection of workers, of the population in general and the environment against industrial disasters.

I am also fully aware of the importance of the discussion which is now beginning on part-time work, which is becoming more prevalent in developing countries.

Our legislation has recently taken into account this type of work as part of the general economic environment.

However, despite the possibilities which are offered by this type of work in the present conditions where there are not enough jobs, we must not lose sight of the new and numerous problems which it raises as far as protection of workers is concerned.

The Republic of Mali notes with considerable interest the efforts deployed by the Organization to provide technical cooperation to African countries.

More than ever we consider that the African region must continue to benefit from a larger part of expenses for technical cooperation, not only because of the social dimensions of the economic reform programmes, but also and above all because of the process of democratization which is taking place on our continent.

In this respect, we have noted with satisfaction in the Report of the Director-General the desire on the one hand to increase the volume of resources devoted to the development of institutions and the strengthening of technical capacities of ministries of labour, and, on the other hand, to help workers' and employers' organizations in order to promote their participation as social partners in the overall development process.

My country has hosted a number of high-level ILO missions since embarking on the democratic path, and would like to have these followed up by concrete assistance in the fields of labour, employment, social security and training of supervisory staff.

This would continue the strategy developed by the International Labour Organization to face the new challenges and to promote active partnership to offer improved coverage of the needs of member States and to determine priorities in doing so.

The Government of the Republic of Mali is following with particular attention the evolution of the political and social situation in South Africa.

I would like to take this opportunity to reaffirm my country's strong support for the democratic process taking place as part of the convention for a democratic South Africa (CODESA), which began in December 1991.

We hope that this process, which is a source of hope for millions of South Africans and for all of Africa, will result in the emergence of a democratic South Africa, free from injustice and social discrimination.

I would like to conclude by wishing full success to the work of the 80th Session of the International Labour Conference.

Mr. ANAND *(Employers' delegate, India)* – At the outset I should like, on behalf of Indian employers and on my own behalf, to congratulate the President on the distinction of his election. I am sorry that he is not here. I am equally happy to congratulate both the Vice-Presidents from our social partner groups. I am especially happy that my colleague from Asia, Mr. Tabani, has been chosen as a Vice-President this year. Had time been on my side, I would have had the privilege of speaking when he was in the Chair a few minutes ago. But I am equally happy to speak under our present chairman.

The Director-General is to be congratulated on his very comprehensive Report on the issues facing the world. Several countries, including India, are currently going through a process of structural adjustment. Employers in India, too, find themselves obliged to modernize rapidly and ensure increased productivity in keeping with the existing system and policies. This is a *sine qua non* if economies are to survive. In the short term, therefore, there may be a slight temporary and selective downturn in employment in the organized sector in traditional labour-intensive enterprises until they are able to reorganize and diversify. It has been our endeavour to undertake such reorganization gently, with a minimum of trauma and in cooperation with our Government and industrial enterprises.

One concern of the social partners has been the protection of workers who face redundancy as a result of the adjustment process. Another issue is the extension of social security to the large informal sector. The main reason for the lack of cover in that sector is the lack of resources. The twin issue, therefore, is that of widening the coverage while generating the resources needed to meet the growing demands on the social security system.

The theme of the Director-General's Report is the affirmation that social security and social protection must be extended to everybody worldwide. A prerequisite of this, however, is the achievement of a sustainable, progressive rate of socio-economic growth on a universal basis. The basic infrastructure for this is missing in almost three-quarters of the world. In the absence of such an infrastructure, the employers would be subject to undue pressure by unions and governments, and it is *prima facie* unrealistic in the foreseeable future to undertake the task on which the Director-General placed such emphasis. Clarification is also called for on the relative priorities of the two aspects. Obviously, the cart should follow the horse and not vice-versa. We should like to be clear on the Director-General's perspectives in this regard, although apparently the Report itself foresees formidable problems in the pursuit of the objectives which it has outlined.

For our part, we acknowledge our obligation to subscribe to the extended social security system. It must be noted, however, that with a large proportion of the population still deprived of even a modest level of social security cover, medical care and education, it would be dangerous to create islands of assured security amid oceans of poverty, when the great mass of people today are politically aware. We should not maim or kill the goose which can be relied on to lay the golden egg. In the long term, it is only dynamic, sustained overall economic growth and generation of surpluses that can support a viable and effective system of social security. About that there should be no doubt.

Human resources development is also a prerequisite for such stable social and economic growth. The ILO with its experience and expertise is eminently well equipped to coordinate, formulate and implement both country-level and interregional level programmes for human resources development. Human capital formation is one of the most potent factors. A major reason for unemployment among the educated has obviously been the absence of work-related human resources development policies, the lack of linkage between component factors of the social network and the lack of emphasis on work when people are undergoing education. All this has led to a mismatch between the demand for employable persons and the capacity of various subsystems to supply them. A major concern is thus to modernize and upgrade educational and technical training institutions and integrate them effectively, so as to forge links between them and economic activities and enterprises. It will require the creation of close linkages, both at the apex level and in the field, between the world of education and training and that of enterprise, and the ILO has a major contribution to make in this area.

The ILO also has a role to play in rekindling the spirit of enterprise by promoting self-employment. Decades of Fabian socialism have not created the utopia that many of its advocates, and particularly those of my generation, had hoped for. The State, instead of withering away, became all-powerful, oppressive and dictatorial, to everybody's dismay. It also stifled entrepreneurship. Wealth creation can only be initiated by extended entrepreneurship, and an entrepreneurial culture must be promoted in all societies. Indian employers believe that a technical cooperation programme based on the obligation to work could be the most effective tool in this direction. The ILO could design such programmes in its new orientation with larger allocations to its entrepreneurial development wing.

The employer community includes many types of employers worldwide – from multinationals to medium and small enterprises, public or private, and individuals. Within each sector there are differences in corporate structures, managerial qualities and attitudes, and above all, there are cultural and other differences. Our task in mobilizing employers' within our organizations, is therefore no less arduous than that of trade unions and government leaders. Employers' organizations need to be further strengthened. They need to develop their capacity to serve their members in order effectively to play their role in the development process during the coming decades. The Bureau for Employers' Activities of the ILO has provided a very valuable service to our organizations in this area, through its educational programmes and other activities. This has evoked a very positive response from our constituents. Indian employers hope that a high priority will be accorded to this activity in the years to come, in terms of allocation of resources and provision of opportunities.

In reflecting on the potential of tripartism, one cannot overlook the constructive contribution it has made thus far. The concept, born in the aftermath of the First World War, survived the Second. The Philadelphia Declaration gave it fresh impetus in the service of humankind. ILO technical programmes have rekindled the hope and faith of the social partners in mutual dialogue, the only practicable instrument for the resolution of differences and conflicts between groups and society. Barring a few politically committed die-hards, trade union leaders, at least in my country, are understanding and responsive, through dialogue, to the need for adjustment in our country and elsewhere in the world. We have totally rejected an utterly moribund feudalism, orthodox capitalism, dogmatic socialism and bureaucratic communism, and in their place we have together created an awareness-based, liberal, socially oriented, participative and cooperative international system through the ILO, nurtured by succeeding generations of dedicated persons, with continuous dialogue as its main instrument. Notwithstanding occasional disappointments, obstacles and even intransigence, Indian employers are persevering faithfully with the development of the system.

While the ILO can look back on the past 74 years with justifiable pride, it is at a critical crossroad. The fall of totalitarian regimes and dogmatic socialism, the pronounced trend towards democracy and the shift towards market-oriented policies have radically changed our vision of the world of tomorrow. The ILO will have to adjust and respond, both in its perceptions and actions, so as to improve social and living conditions around the world. It should review its structure and mechanisms, and formulate programmes and strategies for the years ahead. Every resource of the Organization should be mobilized in order to promote a dynamic, progressive and productive work culture. Academic talk and rhetoric will no longer do. The main concern of the ILO's constituents today is employment generation, and the ILO must make that its first and absolute priority for an adequate environmental and infrastructural development.

Some of my colleagues have referred to the question of child labour. It is a burning issue. It is of universal relevance and has existed since time immemorial. It cannot therefore be solved with one stroke of the pen. Governments and the ILO are engaged in the search for an enforceable, tenable and socially viable solution after verification in each country and each case. The problems must be analysed on a country-to-country and profession-to-profession basis. The social partners also have to act in a responsible and concerted manner. There can be no short-cuts in solving centuries-old social maladies such as this. All of us, however, have to give a concerted shoulder to the ILO and not force it into uncharted waters where it may find itself lost and out of its depth. Our commitment in this regard is a matter of record.

Finally, every institution has to be reviewed from time to time and re-oriented towards meeting the challenges and concerns of a continuously evolving world. The ILO is no exception. I commend the approach outlined in the proposals for a thorough reform of the ILO sponsored by the International Organisation of Employers, and hope the dialogue on this issue with the Director-General and the executives of the international organizations will be mutually beneficial to all. Employers are committed to this approach.

Mr. BASNET (*Workers' delegate, Nepal*) – Allow me firstly to congratulate the President, on his unanimous election to the Chair of this august gathering. I extend my warm congratulations to the other Officers of the Conference. I am confident that under their wise and able leadership our deliberations will reach a successful conclusion.

I would like to congratulate Mr. Michel Hansenne on his re-election to the post of Director-General of the ILO and I wish him success in his every efforts in the future.

The Reports of the Governing Body and of the Director-General are highly commendable and I hope that our deliberations will be useful in solving the problems persisting in our work.

We are deeply concerned with the problem of child labour. This problem exists in situations of high unemployment and underemployment on the one hand, and where a large number of boys and girls are working in miserable economic conditions in factories and industries on the other. To address this problem, we are of the view that institutional and structural change in the economy is necessary. The international community should pay special attention to child labour which is not only a national but an international problem.

I would like to draw attention to our participation at the national level in the tripartite sphere. We have actively participated in the process of enacting new legislation on labour and industry with a view to establishing sound industrial relations in the economy. Consequently, we now have the 1992 Labour Act, the 1992 Trade Union Act and the 1992 Bonus Act. We have high hopes that these texts will promote the welfare of workers and safeguard their rights. We believe that the regulations will be implemented effectively in the interest of the workers.

The process of democratization all over the world has already begun with the dissolution of communism and the emergence of unipolarization in global politics. This process has resulted in the liberalization of the economy of nations. This august gathering should focus on the welfare of mankind and on the vulnerable and weaker elements of society. This is the only way we can deliver social justice and maintain peace and prosperity.

Mr. BROWNE (*Secretary of State for Labour, Energy and Power, Sierra Leone*) – My delegation brings warm greetings from our Chairman and Head of State, Captain Valentine E.M. Strasser, the NPRC Government and the people of the Republic of Sierra Leone to this 80th Session of the International Labour Conference. We congratulate very sincerely, the President on his election to the honourable office of the Presidency of this session. My delegation fervently believes that under his dynamic presidency the Conference will achieve its set goals and objectives. My delegation is further convinced that success and effectiveness will be the hallmark of the tenure of his presidency.

My delegation is happy to attend this session of the Conference and we wish to avail ourselves of the singular opportunity to assure the Chair of the unswerving support of our Government for the International Labour Organization. Despite difficult circumstances in Sierra Leone, workers, employers and the Government are indivisibly united in support for the ILO. Hence with renewed vigour and determination, we are very pleased to join the other delegations to this august Conference and to participate actively in its deliberations.

The Director-General's Report on the theme of social insurance and social protection could not have come at a more appropriate time. Whilst the need to extend and improve social security systems and social protection has increased, the resources available for the achievement of such a need continue to diminish. My delegation is very concerned with the following areas which pose serious social economic problems to both the national and international communities.

Unemployment: employment continues to fall below the desired targets, even in the developed nations. Unemployment persists and continues to conspire with other economic factors against the good intentions of economic planning, experts and governments. In Sierra Leone, unemployment continues to increase because of the following causes: the avalanche of school-leavers every year seeking their first full-time job, the ever increasing number of youths both literate and illiterate, the retrenched workers affected by the structural adjustment programme and displaced workers from the war-torn areas.

Poverty: a great part of the developing world is swallowed up by abject poverty. In most of these countries it is very difficult to raise capital for investment because domestic saving is very low or nil. This may be due to the low productivity of labour and the consequent low income. Indeed, low income painfully reflects the low standard of living of workers, coupled with the problem of public debt servicing. In such a situation, prosperity and peace apparently remain an unrealizable dream for the developing countries.

This dismal situation demands a very serious, constant and meaningful dialogue between south and north and south and south.

Imbalances: there are many imbalances in the world today. These imbalances may be referred to as gaps. There is a persistently growing gap between the rich and the poor nations and between the north and the south; there is a growing gap in access to power and opportunity; in educational achievement and in technology. Perhaps the existence of these gaps need not be questioned. What has to be questioned, in my view, is the indifferent attitude towards their existence. The international community is not unmindful of the existence of these gaps but not much is being done towards the closure or narrowing of these gaps. I submit and plead that a mechanism be conceived and put into operation for minimizing these imbalances.

Crisis: the world today is infested with crisis. One only needs to be an avid listener to radio or viewer of television to appreciate the enormity of the problem. On both sides of the Equator and the Greenwich meridian, there are armed conflicts and hostilities, rebel wars, violence and struggles for economic and political power. My delegation urges the United Nations and the regional organizations to step up their efforts to resolve these crisis so as to ensure peaceful and happy environments for workers.

Economic and political mismanagement: this subhead speaks of introspection among nations. I will therefore exercise the necessary caution. We are all aware of economic and political mismanagement and how it often arises where the democratic process has been trifled with and is derailed. In cases such as this political power is denied its smooth flow from one political party to another; it ends in objective and patriotic intervention by the security forces. This is the case in Sierra Leone where we lived with and endured economic and political mismanagement which bred social injustice. We in Sierra Leone are currently carrying out repair work; we need, and request assistance in our efforts at development.

The Sierra Leone scene: I have focused attention on a few of the problems which require the attention of the international community. I now wish to draw your attention briefly to some of our efforts at national reconstruction.

Sierra Leone is plagued with economic, unemployment and poverty problems. The rebel war has compounded our economic and development problems, as it has destroyed the valuable areas from which we derive our diamonds, gold and agricultural products.

Despite this ugly situation our Government has come out with realistic action programmes to grapple with these problems. There is an ongoing youth mobilization programme; there is a programme for rural development; a programme for road development; a programme for reconstructing the administrative, economic and educational infrastructure; a programme for national health and sanitation whereby a national cleaning day – the last Saturday in the month – is observed and there is a programme for national financial discipline, especially in revenue collection and expenditure control.

I am pleased to say that the ILO has been one of our partners in development and reconstruction. The ILO is with us in the programme for labour intensive rural work and construction and the rehabilitation of roads in some parts of the country. The ILO is tirelessly training our departmental personnel and has gone a long way to assist us in modernizing our labour laws. In brief, our Government is devoted to the building of a new society in Sierra Leone based on social justice, upholding human dignity and equal access to opportunity, transparency, accountability, efficiency and responsibility in government.

In conclusion, it only remains for me to thank the Director-General for his usual excellent Report meticulously prepared for this session of the Conference.

Original Farsi: Mr. AFKHAMI *(Employers' delegate, Islamic Republic of Iran)* – In the name of God the Merciful, the Compassionate. On behalf of the Employers' delegation of the Islamic Republic of Iran, I would like to take this opportunity to congratulate the President of the 80th Session of the International Labour Conference on his election. I would also like to express appreciation to the Director-General for submitting his valuable and thought-provoking Report on *Social insurance and social protection* to the present session of the Conference.

Recent developments in the world have always been an issue of paramount importance for ILO member States as well as for the Employers' and Workers' groups. A cursory glance at the proceedings of the previous sessions of the Conferences is indicative of the timely and appropriate measures often taken by the ILO in the face of the aforementioned developments. But what should be the ILO's reaction against the developments of the coming century? Shall we expect the same pattern of market distribution between the economic superpowers, as we saw within the last few decades of the twentieth century, or might we experience a new pattern characterized by very tough competition among the newly established economic powers, who are now at the forefront of the latest technological breakthroughs?

At present, the technological and scientific gap between the developing and industrialized countries is so wide that it cannot possibly be bridged in the near future. What would then be the perspective of the former group of countries in a century of the most dreadful economic competition, the first century of the third millenium?

Along with the ever-increasing technological gap between the two groups, the once well-established economic definitions such as "rich" and "poor" have also undergone rather fundamental changes. Countries possessing a large amount of natural resources may no longer be considered "rich" merely because of their material wealth. On the other hand, countries which are deprived of natural resources may not be labelled "poor". One of the new yardsticks against which "poor" and "rich" might be measured is the degree of technological advancement.

I would not wish to go into lengthy elaboration of other facets of the world economy in the last decade of the present century. My concern as an employer representative, however, is the aftermath of structural adjustment policies in the developing countries, and in the countries which after long and successive years of planned economy, are now taking their first steps towards market-oriented economy. Transition to the private sectors of the centralized power once monopolized by government will undoubtedly bring about a series of unfavourable consequences which should be duly considered beforehand by the ILO, governments, workers and employers, as well as other social partners.

One of the best-known means to cope with the undesirable side-effects of the transition period and structural adjustments, i.e. unemployment, high rate of inflation, low wages, etc., is social security systems. Such systems, however, may also be closely affected by the profound changes of structural adjustment and the unprecedented events occurring in the world.

The collapse of the stock market in 1929, the oil shocks of the 1970s and the recent disorder in financial markets are good examples of such events. In each of the above-mentioned cases, lack of appropriate social security systems brought many inconveniences for governments, employers and workers. The countries which enjoyed a sound social security system, however, managed to tackle successfully the dire consequences of these events.

Our world calls for more attention to the rapid establishment and expansion of existing social security networks, now more than ever before. Governments should extend full support to these networks, which may otherwise be dismantled in unfavourable economic and social conditions, as has been the case with a good number of industries and financial institutions such as banks, pension funds or social insurances within the past few years. Withdrawing government support will surely lead to a feeling of insecurity and uncertainty on the part of employers over their investments and it will also cause serious problems for workers as well as for other social beneficiaries.

The Director-General of the ILO thoroughly exhausted the issues of structural adjustment and human resources development during the last session of the Conference. In doing so, he has already paved the way for a new study on the application of management techniques for social security systems.

According to the Report of the Director-General, the administration of a social security scheme is usually the responsibility of an autonomous social security institution or of a government department. As the experience of the developed countries has shown, the presence of a reasonable social safety net for all individuals and households enlarges and strengthens the labour force of a country, adds to its capacity to promote growth and accept change and underpins a greater degree of political and social stability.

The construction and, in many cases, the reconstruction of systems of government-sponsored social protection at a level consistent with the current state of development of the countries concerned is clearly one of the major tasks of economic development for the next several decades.

Access to social security and social insurance, as duly emphasized by the Director-General, is a basic human right and a measure of human welfare. Therefore, its promotion (which tends to be excessively expensive) will require normative action on the part of governments, social partners and the ILO. Technical assistance concerning the structure and development of the schemes will be also required. The latter, an enormous task, requires more attention from the ILO in the unfavourable economic situation of the world.

On behalf of the employers of the Islamic Republic of Iran I wish to assure the present session of the Conference that we shall closely follow the deliberations on the main features of social security programmes and their administration and we shall fully participate in their follow up. Let me end my statement with my best wishes for the success of the present session of the Conference and for its fruitful results.

May God Almighty guide us all to the right path of salvation.

Mr. ANTONIOU *(Workers' delegate, Cyprus)* – On behalf of the Workers' delegation of Cyprus, I would like first of all to join with the previous speakers in extending to the President and the Vice-Presidents our good wishes and congratulations upon their election to chair the 80th Session of the International Labour Conference.

I would like also to express my appreciation for the reports presented by the Governing Body and the Director-General to this Conference.

All the items on the agenda for the current session are very topical and relevant within the framework of the difficulties confronting the people, and particularly the working class.

I wish to make particular reference to several significant questions raised in the Director-General's Report, *Social insurance and social protection.*

The Report mentions three main constraints, and proposes strategies to get around these constraints. Such strategies are aiming at expanding the framework offered by structures of formal employment; improving the administrative, financial and managerial efficiency of social security systems; and promoting a greater commitment to solidarity between the different social and economic classes so as to help the systems of social protection of developing countries to move towards the objectives of international Conventions and Recommendations.

I fully endorse the proposed strategies, but at the same time I would like to focus on the question of old-age pensions and provide some information on how things developed in Cyprus. Like in many other countries, in Cyprus also there appear some trends that run counter to each other.

For some years now the trade union movement in Cyprus has been insisting on the reduction of the pensionable age for female employees and for all those employed in arduous and unhealthy occupations. Specifically, while the pensionable age for all workers is 65, we are demanding that for the above-mentioned categories it be reduced to 60 years of age.

At the same time, some other categories expressed the wish not only to preserve the age of 65, but even to increase it under certain conditions. As is known, average life expectancy has a tendency to increase gradually. Thus, it is obvious that the reduction of the pensionable age and the increase in life expectancy lead to a substantial increase in the cost of financing social insurance schemes.

Through these contradictory yet interdependent trends, we were led to a settlement which is based on the flexibility of the system.

Therefore, through the mechanism of tripartite cooperation we have come to the following arrangement: while the age of 65 remains as the pensionable age, workers may choose to retire at 63.

Those who choose not to retire at 63 are entitled to delay their pension until the age of 68; for every year of postponement their pension is increased by approximately 7.5 per cent. Furthermore, as regards invalidity pensions, the qualifications were relaxed; a worker who is over 60 years old is entitled to invalidity pension even if the rate of his invalidity is 50 per cent; the corresponding rate of invalidity for workers under 60 is 67 per cent.

We believe that such a system will benefit workers who objectively cannot continue their work after 63; at the same time it will give sufficient encouragement to all those who wish and have the capacity to continue working up to the age of 68. In addition, this system helps to overcome the difficulty related to questions of equality between men and women workers that may result from a lower pensionable age for female workers only.

Surely, at this moment, we are not in a position to estimate the concrete results of this practice, since the entire system was put into operation just a few months ago. However, we shall observe it not only to find out its practical results, but also to make any necessary corrections as weaknesses appear.

It goes without saying that these modifications bring about an additional financial cost of about 1.5 per cent of labour costs.

Speaking of social insurance, certainly one of the main problems is the viability of these schemes. The viability of such schemes depends of course on securing a balance between income and expenditures in such a way that the financial burden for the maintenance of these schemes does not accumulate and get transferred to future generations.

It is perhaps useful to make reference also to the coverage of the scheme. Our scheme, which is based on tripartite contributions, i.e. 6.3 per cent by the employees, 6.3 per cent by the employers and 4 per cent by the Government, is compulsorily not only for employees but also for the self-employed. Since the income of the self-employed cannot be verified as easily as that of employees, the bulk of their contribution is calculated on a notional revenue which basically does not correspond to their real revenue.

This is one of the major weaknesses of the scheme and is considered to leave employees at a disadvantage.

Certainly, this problem cannot be solved by excluding the self-employed from the scheme; that would constitute an anti-social measure. The solution may lie in measures that will ensure that the average contributions of the self-employed are not lower than those of employees.

However, taking into account the concept that social security has to expand further so as to encompass a framework of social protection providing basic social support for all citizens, the States have to undertake the responsibility for financing a substantial part of the schemes.

Acknowledging that in several countries – in particular countries in transition and developing nations – stabilization and structural adjustment programmes have aggravated problems such as high unemployment, poverty, low incomes and the reduction in spending on social programmes, the International Labour Organization should continue and expand its programme of activity to promote nationwide systems of social protection.

I would like to conclude by expressing my conviction that this session of the Conference will contribute significantly towards the tackling of these serious problems which are before us.

Original Russian: Mr. GONTCHARIK *(Workers' delegate, Belarus)* – First of all, I should like to congratulate the President on his election and I wish him and his Officers every success in their work.

We must do our utmost so that the present session of the Conference is as successful as possible.

The question under discussion today is particularly important for us. We support the main points set out in Mr. Hansenne's Report. The Report is indeed a good basis for our discussion and I hope that it will bring results.

Social protection must be an integral part of general social and economic development. The level of provision is presumably the best indicator of a mature and democratic society and State. Without it human rights and social justice remain but empty words.

For the Federation of Trade Unions of Belarus, in a country which is trying to become an independent and democratic State, the transition to a market economy is a very important and complex problem. We have to work in conditions of economic crisis and inflation. The volume of our industrial and agricultural production, national income and, of course, consumption have all declined. The structural adjustment of our economy has resulted in jobs being lost. There is a growing disparity in incomes, a concomitant increase in crime and a moral decline.

All this, of course, creates a social tension.

The trade unions which are also in the process of reform are working towards the solution of all these interrelated problems, which lies in minimizing the losses and costs inherent in the transition to a market economy and reorganizing the system of social protection. Trade unions have an important role to play.

We assume that mass unemployment is socially dangerous for a young State such as our Republic. We must do everything in our power to prevent overt and hidden unemployment exceeding the socially acceptable level.

Unfortunately, more than 1 per cent of the economically active population today have already entered the legal category of unemployed persons. Amongst them, young people and women are on the increase.

To create new, and preserve existing jobs, is the best social protection we can try to provide to those who can work. We must also bear in mind that the population is neither materially nor morally ready to face job losses. This is why we do not support the overzealous attempts of the Government to solve the problem by leaps and bounds without taking account of reality. We believe that there can be a transitional period. Legislation and policies must be based on real situations.

How do we intend to tackle the problem of social protection? Firstly, we must develop the economy and various forms of private ownership, and a socially oriented economy. We do not want welfare dependence but a motivation to work. That is our approach.

This is why training and retraining skilled and unskilled workers is so important.

We are grateful to the International Labour Organization for aiding us in this important task, and we hope that cooperation will be strengthened and go beyond merely seminars. In this respect we would welcome the creation of a regional centre for the countries of the CIS, in Minsk, for example.

Secondly, there is also an obvious need to strengthen the legal basis for social protection so that it may truly reflect the needs of various groups of the population, and the economic potential. The system must be effective and socially just. With this in mind, our federation of trade unions plays an active role in drafting new laws to deal with the problem, including the preparation of a new Constitution for the Republic.

Thirdly, while working to preserve stability and peace in our Republic, we are pursuing a policy of social partnership on a tripartite basis. Many problems of social protection are solved in the course of negotiations with the government and employers' organizations, during tripartite consultations, and in collective, wage and general agreements. We learn how to listen and put our point across because this is the only way to find a correct solution. It is not simple. Sometimes we have to be harsh when people misunderstand us. For instance, at the beginning of the year our Federation strongly protested against the Government's attempt to strengthen employers' rights to lock out workers. To its credit the Government had the courage to admit its mistake and to correct it.

Fourthly, one of the most important bases for social protection is the protection of an economically and socially justified minimum wage. This approach is also important because pensions and benefits are calculated on the basis of minimum wage.

The Government has undertaken not to allow prices to exceed income by more than 30 per cent this year. This is set out in general agreement.

Fifthly, as you know, my Government has suffered greatly from the Chernobyl accident. Mitigating the effects of the accident and particularly protecting the health of the population is an integral part of a social protection system as a whole. The problem is, of course, very topical and recent studies have indicated that, unfortunately, the health of the population is worsening, and particularly that of children. This is why our trade unions have undertaken to work towards improving the health of the population. With their help, over the past year more than a million people have been given the chance to rest and to take cures in sanatoria.

We are sincerely grateful to all those who have helped our Republic, who welcomed our children for holidays and provided medicine. In particular, I should like to highlight the understanding and support given by trade unions in the United Kingdom, France, Italy, Denmark, Russia, Ukraine and Moldova, as well as public organizations in Germany. This once again shows that solidarity among workers are not just empty words.

The transition to a market economy changes the role to be played by trade unions. Our trade unions will no longer carry out government functions, in terms of labour protection and the management of social insurance. Decisions to this effect have already been adopted by the Supreme Soviet of the Republic. We support the creation of a special fund for social protection as an independent financial credit organization, and we reserve for our Federation the right to sit on the boards of that organization so that there be public control over expenditure on social insurance. Our immutable goal is concern for workers.

Thus, it is obvious that the problem under discussion is urgent, and I am convinced that a society can only be called just if it can provide opportunities for work and due renumeration for those who can work and earn their own living, and if it helps those who no longer are not yet able to do so.

The International Labour Organization has a historical role to play in solving this humanitarian problem.

Original Russian: Mr. STOYANE *(Workers' delegate, Ukraine)* First of all I would like to congratulate the President and the Vice-Presidents on having been elected to these very important posts, and I would like to wish them success in directing the work of the conference.

On the agenda of the present session we have a very important and topical question. The readiness of any State to perfect its society in the interests of its people may be judged by that State's programme of activities in the social sphere. An effective social protection system is an integral and inseparable part of a civilized society.

The Report of the Director-General quite rightly notes that "countries engaged in . . . transition must urgently develop a safety net which provides at least a minimum household income for those below the poverty line".

Today in Ukraine we have observed an ever-growing gap between the cost of living and the incomes of the majority of the population. One can say that the prices of consumer goods and foodstuffs have reached the level of those in the market economy countries, while wages have remained at the level of countries with centrally planned economies. Even according to approximate calculations, we find that more than half of the population is living below the established minimum level. Our society is increasingly threatened by a split between those involved in material production, with extremely low incomes, and those who are exploiting the situation, making money in activities completely unrelated to the creation of wealth. The situation is further exacerbated by the fact that many of those employed in production do not get their lot. Hidden unemployment has reached significant levels. Almost 60 per cent of all workers in enterprises surveyed by the unions have been placed on forced leave, and consequently do not work full days or full weeks. More than 44 per cent of the workers have been sent on forced leave without pay.

In the circumstances the Federation of Ukrainian Trade Unions has paid particular attention to the improvement of legislation concerning employment. It was thus possible for us to defend a number of vital provisions during the drafting and revision of the Employment Act, which was adopted by the Supreme Soviet at the end of last year. In particular, we were able to defeat attempts to reduce existing guarantees for the social protection of dismissed workers and the unemployed. Under the trade unions' proposal enterprises creating new jobs are to be given economic incentives. An agreement was reached with the Government regarding a special state programme to promote youth employment for the next two years.

We understand that the young Ukrainian State does not have bags of gold with which to finance social programmes during the transition to a market economy. Social protection measures have to be elaborated within the framework of tight budgetary restrictions. We also understand that economic stabilization is not possible without stabilizing the social situation and the creation of a national consensus in the country. That is why the Federation of Ukrainian Trade Unions was among the first to come out for the establishment of a tripartite national social partnership council which is to work towards the prevention of social disputes.

This council includes, along with the leaders of our federation (which is considered the most representative and which has a membership of 20 million), other Ukrainian trade union representatives as well. This made it possible for us to establish constructive cooperation with all trade union organizations when we were working on and concluding the general wage agreement. There are currently more than ten such organizations in Ukraine.

I share the view of Mr. Hansenne regarding the fact that during the transition to a free market and competition there is nothing more important for the ILO than to demonstrate the importance of protecting workers. This subject is particularly topical for many countries, and for Ukraine in particular. The main objective of social protection must consist in creating conditions whereby people can help themselves. But the more vulnerable groups – the elderly, the handicapped or disabled, and unskilled workers – cannot fend for themselves, and must be guaranteed certain standards of social protection.

On this assumption, the Trade Unions Federation helped formulate a state convention on social security for the Ukrainian population. In general, social security, in our country should be based on a set of complementary organizational and statutory provisions including: compulsory social insurance (against unemployment and industrial accidents) and health and life insurance; state social protection; social assistance and care; additional voluntary social insurance and social welfare.

Setting up a modern, effective system of social protection is an extremely complex business, particularly when the entire system of economic and social relations is being restructured. That is why we are counting on the ILO's assistance, because it has at its disposal qualified experts and experience in the operation of various types of social security systems.

The Ukraine is part of an interdependent world. We all face the same problem – how to reconcile the natural aspiration to attain material well-being with the desire to preserve social justice. The solution to this problem can be effective only where there is coordinated cooperation between the social partners at both national and international levels.

Mr. HENDY *(representative of the International Centre for Trade Union Rights (ICTUR))* – There have been many changes in the world over the last very few years. For all the crowing in the West about a new world order, it appears to me that the situation of working people throughout the world has generally got worse, not better. Now the Deputy Assistant Commissioner of the metropolitan police in London tells our citizens that within five years criminals from Eastern Europe will take over the supply of drugs and guns from the triads, mafia and Columbian cartels working in Britain. Crime, unregulated by laws and taxes, is of course the purest form of free enterprise. Perhaps we should be grateful that Eastern Europe has adopted the free market with such fervour. For all that, we are told today that capitalism and the market economy is not merely the best but the only way to a better life. The current world recession is a precise refutation of that assertion.

The recession in the world today is plainly the product of the market economy. It is directly responsible for the worsening of the conditions of life of hundreds, perhaps thousands, of millions of people all over the world. There can be no doubt about it, the world is locked in a vicious cycle of boom and slump, as indeed capitalism has been for at least 200 years. But there is now no easy excuse such as unexpected bad weather producing a bad grain harvest to explain away the present slump. Slump is simply an unalterable characteristic of the dominant market economy. There is no prospect of the cycle being controlled or even alleviated under the world market economy.

Working people, retired people, unemployed people and their children have, therefore, no prospect of the market improving the condition of their lives. Their only hope is in their own efforts. Those efforts can only be effective if organized and united. They can only be effective through trade unionism. Sidney and Beatrice Webb in their seminal *The history of trade unionism* published 100 years ago said: "A trade union, as we understand the term, is a continuous association of wage earners for the purpose of maintaining or improving the condition of their working lives." They could have added: "and hence of their lives generally".

The reality is that today it is only trade unions which can maintain or improve the condition of the working lives of the working people of the world. Millions of people throughout the world recognize this. That is why in Britain, even after 14 years of government attack and anti-union legislation, more people belong to trade unions than any other organization. More belong to unions than all the political parties put together. More belong to unions than all the churches, mosques, temples and synagogues put together. More belong to unions than all the football clubs, fishing clubs and all the sports clubs in the country put together.

Yet loyalty to trade unions is under increasing attack. The understanding of working people that trade unions "advance and maintain the condition of their working lives" is shared by the employers. And they do not like it. It stands in their way. It stands in the way of the free market. Whilst for the employers "freedom to compete means freedom to combine", they cannot tolerate that maxim applying to labour and so the dominance of the market has everywhere led to an increasing onslaught on trade unionism ranging from propaganda to murder.

For as the free market has become the economic system for most of the world, it has not been content to impose local market economies in which the local population can exercise local control. On the contrary, it has utilized technology to globalize the market and any attempt at local control is regarded as anathema. Vast transnational corporations run by a managerial élite who owe allegiance to no-one but their inhuman corporate shareholders make decisions based solely on the best economic interest of their corporations, regardless of the interests of their employees, still less of the local populations where they open and close their enterprises.

The people of the new democracies can exercise their votes in the certain knowledge that vital decisions about whether they work or become unemployed will be taken not by their elected representatives but by directors in some foreign boardroom.

The market as a determinant of the condition of people's working lives is the very antithesis of democracy. Control is exercised not by people who are elected by the community or even by the consumers, still less by the workers. Control is exercised by the nominees of institutional owners, who in turn are controlled by other nominees of other institutional owners. Such is their power that they wrest from public ownership and democratic control the enterprises owned by the citizens and privatize them for private benefit.

This is what our Government in the United Kingdom has done with our gas industry, our water industry, our shipbuilding industry, our telecommunications industry and as a favour to the multinational oil corporations and despite throwing tens of thousands of British workers into permanent unemployment, our coal industry is first raped, then to be privatized, and with it our railways.

In the developing countries the transnationals are at their most unrestrained. They are assisted by the IMF with its structural adjustment programmes. In their quest for lower labour costs, the attack on trade unions, on trade unionism and on trade unionists is likewise the most savage, the most violent. In the developed countries, the greater the commitment of governments to the free market, the greater the attack on trade union rights and freedoms. Were it not for the mutual interest of European producers in preventing each other from undercutting their production costs and maintaining a population with the wherewithal to consume European production, the almost empty social chapter of the Maastricht Treaty would be long gone. As it is my country has exempted its employers and, indeed, foreign employers in Britain from even those minimal standards.

All over the world in the quest for reduced labour costs, the principles of freedom of association enshrined in international labour Conventions Nos. 87 and 98 are being violated by employers and with the active support of governments who pretend to adhere to those Conventions.

In such a world the ILO is a bastion of freedom and fair play. Its Conventions and standards are one of the few restraints to arbitrary power of the free market in labour. Armed with the objective standards of the ILO, international trade unionism can counter the organized gangsterism of the transnational corporations. Notwithstanding the transnational corporations' operation of the sinister, powerful and ruthless cartels committed to methodically exploiting a global market to drive down production and, in particular, labour costs, trade unions will resist. They will resist despite the legal and violent restraints placed on their activities to protect working people.

If the ILO will continue to advance and maintain trade union and employment rights, the trade unions can continue to advance and maintain the conditions of the working lives of their members.

In this, the International Center for Trade Union Rights will assist, to the best of its ability, both the ILO and all free trade unions.

The International Center for Trade Union Rights thanks the ILO for the admission to its ranks granted in March. It congratulates the Director-General on his Report and the President of this session of the Conference on his election to the Chair.

Original Russian: The PRESIDENT (Mr. BADEY) – According to the Standing Orders of the Conference the right of reply for three minutes is being given to the representative of Iraq, Mr. Said.

Original Arabic: Mr. SAID *(Government delegate, Iraq)* – In the Name of God, the Merciful, the Compassionate! The representative of the Kuwaiti regime said in his statement at this session that there are Kuwaiti prisoners of war in Iraq. We would like to affirm to this august body that what the representative of the Kuwaiti regime has said is not true. There are no Kuwaiti detainees in Iraq. The Red Cross, the United Nations and regional organizations have verified these claims and declared there are no Kuwaiti detainees in Iraq.

The raising of this subject by the representative of the Kuwaiti regime in international forums perpetuates the unjust embargo imposed against Iraq and prevents Iraq from satisfying its basic needs, such as food and medication, and exposes the Iraqi people to disease and sickness, leads to the shutting down of factories and exposes workers to unemployment. Those political aims and vested interests pursued by the representative of the Kuwaiti regime in our forum is a flagrant violation of the Universal Declaration of Human Rights, international conventions and treaties and the United Nations Charter. Those principles provide for lifting the embargo and freeing the frozen assets of the Iraqi people, especially as Iraq has complied with United Nations resolutions.

(The Conference adjourned at 6.15 p.m.)

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No. 8 – Tuesday, 8 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Seventh (special) sitting

Monday, 7 June 1993, 10 a.m.

President: Mr. Abdel-Hak

ADDRESS BY HIS EXCELLENCY MR. CARLOS S. MENEM, PRESIDENT OF THE ARGENTINE REPUBLIC

Original Arabic: The PRESIDENT – In the name of God, the Merciful, the Compassionate. Your Excellency President Carlos Menem, allow me on behalf of the distinguished delegates of the Conference and on my own behalf to welcome you to this 80th Session of the International Labour Conference – that is to say an international parliamentary assembly grouping representatives of governments, employers and workers from 165 States. Your visit is proof of the high status of Argentina and a tribute to your own personal qualities, Sir.

There is no need for me to dwell at length on your prestigious past, but I am honoured and privileged to introduce Mr. Michel Hansenne, Secretary-General of the Conference, in order to deliver a message of welcome.

Original French: The SECRETARY-GENERAL – Mr. President of the Argentine Republic, it is a great privilege for the International Labour Organization to welcome you today as a guest of honour of our Conference. I am convinced that the message you are bringing will be a source of inspiration for us all, allowing us to share the experience of a country which has succeeded, not without difficulty, in reconciling the modernization of its economy with respect for democratic values.

Mr. Carlos Saúl Menem, who is honouring us today with his presence, has always been an ardent defender of democracy. His first cause on graduating as a lawyer from the University of Córdoba was to defend the political prisoners detained after the fall of the Justicialist Government in 1955. Arrested as an opponent of the military regime which took power in 1976, he spent five years in different prisons in Argentina and only regained his freedom in 1981.

After holding office as Governor of the Province of La Rioja for a number of years, he was elected President of the Argentine Republic in 1989.

His country has been engaged on the path of democracy for close on a decade and it is only four years since it was in the throes of one of the most serious economic crises of the century, with three-digit monthly inflation rates and daily demonstrations against food shortages.

But a process of positive change is now under way in Argentina after a difficult period of austerity and sacrifice and periods of tension and discord. The effort involved has been considerable but it is now beginning to bear fruit. Inflation last year was only 18 per cent, the peso has stabilized, the GDP has increased by more than 8 per cent for two years running, while the rise in unemployment and the decline in remuneration are slowing down.

The next task is to underpin this change for the better and to further consolidate democracy through dialogue and equal participation by all sectors of society in the benefits of growth.

Mr. President of the Argentine Republic, I am sure that the employers', workers' and Government delegates of the 165 ILO member States represented here are impatient to hear your message.

Original Spanish: Mr. MENEM *(President of the Argentine Republic)* – Mr. President of the International Labour Conference, ladies and gentlemen. We are extremely pleased to have been invited to take part in this session of the International Labour Conference. It is an honour and a tribute to our people, and our country, and its definitive restoration of democracy, freedom, production and labour and an unconditional respect for human rights. You should know that only a few days ago we were commended by the Organization of American States through its Commission on Human Rights. Many Argentine citizens have been claiming damages for the harm they suffered during the years of persecution, imprisonment and torture, from 1976 to 1983. The Argentine courts and the previous Government rejected their claims on the grounds that these claims were barred by the statute of limitations. Even the Supreme Court rejected these claims. But that was not right; it was not fair. Beyond the written law there is natural law, and the right of any person to seek damages for harm or injury done to him or her due to abnormal circumstances such as those which existed in the Argentine Republic. Therefore, we reached agreement with the victims. The Inter-American Commission on Human Rights of the Organization of American States and the Government over which I preside resolved to pay the damages claimed by these Argentinian citizens who had been imprisoned, persecuted and tortured. A few days ago we were commended by the Organization of American States for our unconditional defence of human rights.

Next year the International Labour Organization will celebrate its 75th anniversary. It is the only agency of the United Nations system which was able to bridge the ideological and political abyss which led to the holocaust of the Second World War, because its main objectives have always been the search for social justice and the harmonious participation of the social partners.

Tripartism – the joint efforts of workers, employers and the government – is the major contribution of the ILO to the international community.

Today we have a planetary civilization. The instantaneous and simultaneous character of events foreseen by Heidegger almost 60 years ago is now a tangible reality. Communication is the rule, thanks to the mass media. What started in Guttenberg has taken on planetary proportions. A single televised image of a killing in Bosnia, for instance, or of famine in some other country, makes us witnesses to events which may be far away in spatial terms, but which become our intimate responsibility.

The President of the Argentine people brings today a very warm greeting to the authorities of the ILO and to the representatives of governments, employers' and workers' organizations. But he wishes also to speak of the efforts made by a people which is shaking off decades of atavism to face the challenge of history.

We witness, astonished, a series of changes which constitute major historical trends, including the collapse of the bipolar world of the Cold War, and the consequent emergence of a multilateral world, the integration of great economic areas, regional integration, and the success of the market economy. This worldwide "reorganization" involves a genuine social process in which old, rigid mechanisms are altered by new economic circumstances which rapidly affect the relations between capital and labour. In so doing, these circumstances modify the machinery of coexistence itself.

This change is not casual but logical. It reflects the exhaustion of a rigid model which began in previous decades with the rise in the price of oil and in the prices of raw materials and of certain agricultural products. Those price rises were warnings. We cannot possibly hope for an indefinite expansion of the productive capacity of our economies and of the level of consumption of our peoples in a world of finite natural resources. That is the situation which gave rise to the international debate on what is referred to as the "limits of growth". It is as if between the 1970s and the 1980s a break occurred in the industrial model, as the process of economic growth based on mass production for large-scale consumption finally ran dry. The institutional framework of that model or system contained rigidities which prevented employment from adjusting to changing circumstances.

Imagination, adaptability and agility are the qualities the social partners must have if they are to survive in the new world economic order. Indeed, I should say the new economic, political and social order. Those are the qualities which can ensure that enterprises are able to meet the challenge of competition. Small and medium-sized undertakings play a major role in the creation of wealth and of employment. Enterprises and even countries which cannot innovate are condemned to perish. The dynamism required by political and economic change has not always been reflected in labour market regulation. The instruments on which countries relied to prevent social imbalance could become very regressive in times of crisis. The inconsistency between the new economic and social reality and outdated legal systems pointed clearly to excessive government protection of employment. Where no adjustment occurred, those excessively protective standards were finally overwhelmed by clandestine employment which prevented improvements in economic efficiency and productivity.

From that dysfunctional situation, a new integrating culture is now emerging, based on the ideals of social justice, solidarity, the opening of frontiers, and the free circulation of goods and persons. Over the last 20 years we can identify two processes whereby economic and social relations are being integrated and internationalized. One tends towards the integration of specific sectors of economic activity without any geographical limitation. The other tends towards a more complete articulation of economic activities in specific geographical units.

These new processes of integration are now preempting the old debates on different models of development, and raising new, timely and urgent questions. There is, for instance, the matter of national macroeconomic policies and how they are affected by capital which moves rapidly from one market to another in search for maximum profitability.

One of the great challenges of today is how to deal with the need for productive investment in national economies, and the constant movement of capital. That situation has led to a series of protectionist policies in the major countries which account for the evident institutionalization of subsidies which discriminate against our workers and producers. The resulting restriction on our exports has hurt our economies and distorted our labour market.

If our region is to continue to enjoy democracy, and if its inhabitants are fully to enjoy human rights and fundamental freedoms, it is necessary for our economies to share in the process of globalization, but that must be done with equity – and the same rules must apply to all. In Argentina, our policy aims at the inclusion of our country in the international scene, and at the required structural changes to revitalize an economy which has suffered from constant and persistent inflation.

Our hyperinflation led us dangerously close to social disintegration. Economic crises and technological changes gave rise to conflicting pressures. It was necessary to fight unemployment, to reduce inflation and to create new jobs. An additional challenge was the need to protect the unemployed and all those engaged in non-standard forms of employment. In Argentina, since our administration has been in power, 752,000 new urban jobs have been created, and we have introduced an unemployment insurance scheme. As His Holiness Pope John Paul II said in the Encyclical *Laborem Exercens*, "the obligation to provide unemployment benefits, that is to say, the duty to make suitable grants indispensable for the subsistence of unemployed workers and their families, is a duty springing from the fundamental principle of the moral order in this sphere, namely the principle of the common use of goods or, to put it in another and still simpler way, the right to life and subsistence".

We suffered from what was not only an economic but also a social and cultural situation in which a privilege-dispensing, oversized and overgenerous State stifled private initiative and the creation of wealth. Society was helpless in the hands of a State that gradually consumed its best resources. Such was the situation which faced us when we took over the constitutional government of our country. We were facing a real crisis of principle. It was necessary to seek imaginative, flexible and efficient machinery through which the community itself could bring about change, aided by an effective State, which would perfect the system of cooperation and share responsibilities with the social partners, who would truly assume them. On the other hand, the State had to resume the initiative, propose a programme and timetable, and foster discussion within society to achieve the necessary consensus for generating the specific instruments which would enable us to overcome the crisis. This functional responsibility was crystallized in various initiatives in both the economic and social fields. We wanted to carry forward a structural transformation which would make economic stability possible, and establish rules for the world of labour, by concentrating on a set of bills respecting the reform of the State and the administrative emergency. In addition of stability, the scheme was supplemented by a convertibility plan, the object of which measure is to reorganize the economy, to privatize services, to set up an economic policy which would generate a sound currency of permanent value, reduce inflation drastically and open up our economy to those processes of overall integration which are developing at the world level.

In the social field my Government's objective is to give society the basic tools to create the conditions required for greater productive employment. All this we intend to do while safeguarding the values of our own employment system and the guiding principles of the International Labour Organization.

In synthesis, our economy has significantly raised the level of its integration into world markets. One single comparison will confirm the truth of our repeated declarations to that effect. In 1974, our exports plus our imports amounted to 17 per cent of the GDP. Today, the proportion is 22.3 per cent, and we are certain that this will rise even higher. But it is not only the level of integration but also the level of competitivity of our economy which has increased. A large part of our production is now competitive on all the world's major markets.

In the particular field for which the ILO is responsible, we are initiating a process towards reducing unemployment and devising an incomes policy compatible with an economic policy which will permit the investment of fresh amounts of capital. The first instruments in this process were the National Employment Act, the Occupational Accidents Act and the Decree on Productivity. If we agree that the percentage of active workers is an indicator of economic power and social equity, we must conclude that this percentage must be increased to satisfy our aspirations for sustained economic growth as the basis for a more equitable society. The creation of employment in a market economy depends on the level of production. Genuine new employment can be generated only by an increase in production.

However, although it is also true that our GDP has increased by around 9 per cent, employment has risen by only 2.5 per cent.

Thus one of the challenges facing the modernization of labour relations is to improve the performance of employment when production is increasing. For the above reasons, we are engaged in a profound transformation of the whole of our labour legislation particularly as regards incomes policy, reform of the benefits system, the modernization of labour relations and vocational training. The main objective of this transformation process is to create the conditions under which internal and external investment will become attractive.

Such conditions must permit new jobs to be created and the competitive strength of our economy to be improved. No one can fail to appreciate that this objective is the only real way to improve the living conditions and incomes of our working people.

In the incomes policy sphere, we have made collective bargaining the main component of our labour relations model because we believe that it is capable of solving most of the problems posed by salaried employment.

During the next few days we will be establising for the first time a National Joint Committee of State Workers, under legislation which on the proposal of the executive has been approved by Parliament.

As regards the reform of the social insurance system, we are very close to effecting a profound transformation of a system which, despite the changes introduced over the last 15 years, is now bankrupt. The deficit, if it had been maintained, would have amounted in the year 2000 to some 6 billion pesos or dollars every year, an amount close to 70 per cent of our economy's average wage. Under the new legislation the State will administer employers' contributions while those of the workers will be the responsibility of the pensions and benefits administration funds.

The central feature of our reform of benefits is to be found in a combination of the principles of saving and investment. Savings are represented by the contributions managed by the administrators of the funds, which will be transformed into a genuine source of capital investment and thus help create employment for all the workers.

Our draft legislation to modernize labour relations opens up the way to a discussion of employment policy in the light of the considerations which I have expressed. It calls for an attitude of toleration and mutual assistance on the part of all agents and negotiators, whom I invite here and now to abandon attempts at confrontation and to go all out for cooperation which must be the true spirit underlying the new rules of the game.

The overall reform which we propose seeks to bring the statutory regulation of employment into line with modern times. This reform must be directed towards job creation and reconversion. I might sum up by saying that the proposed transformation of Argentinian employment legislation aims at establishing a statutory framework which will help create employment, and increase economic and labour productivity.

The conditions exist in the Republic for this and for facilitating the efficient management of human resources and meeting the demand for adaptability which are a feature of the new productive economic order, and which will enable workers' incomes to be increased.

It is also our goal to strengthen collective bargaining, and to reserve basic rights for protection by the State. It is important to strengthen the functions of the trade unions and the representative organizations of the employers.

Our aim is to establish a new balance between the social partners. We are not trying to reduce workers' rights within the undertaking, but to establish a clear basis for discussion which will make it possible for employers' rights and responsibilities to be compatible with those of the workers.

In substance, increasing the productivity of Argentinian labour is a national aspiration to which this proposal gives form. This objective can be achieved only through vocational training.

I should like to recall the words of the man who was three times President of Argentina, a constitutional President, a great politician, a great statesman and a great general, Juan Domingo Perón. He said some 20 years ago that we live in an age of specialization at all levels of human activity. He who is not prepared to develop is faced with a choice of two paths: that of renunciation, which will make him a non-productive creature sapping the strength of the society which raised him; and that of study, which prepares the individual to face the responsibilities of his post. And General Perón concluded by saying that our young people must acquire the necessary knowledge and training so that in due course they may occupy with advantage the higher specialized posts which our economy requires.

Today that is what we are trying to do in the Republic of Argentina.

Today we have conferred on vocational training the character of a right enjoyed by the workers. But it is also a duty, so that employment can be given real stability.

I should like to conclude by stating that the Government over which I preside does not seek to manage the crisis but rather to overcome it, a crisis which has for years affected our country. With that object in mind we have taken the initiative and are exercising our functional responsibility as governors of the country. We have launched a debate so that our fellow citizens – the true protagonists of change – may assume responsibility for a democratic transformation, in freedom and pluralism, towards a competitive social organization totally freed from regulation by the State. That is, in our judgement, the right way to be followed in offering our people, and all peoples of the world, as far as we can, the benefits of peace, work and development. These benefits will carry us inexorably forward to a great, just and sovereign Republic. These are the objectives we have set ourselves. We want to make our Argentina great. We want to make our people happy, democratic and free, enjoying growth, development, justice and peace.

God bless you.

Original Arabic: The PRESIDENT – Your Excellency, I have the honour and the pleasure to join in the warm welcome that the delegates have extended to you. This welcome, on the part of this assembly representing the governments, workers and employers of 165 countries, is proof of the eminent status that both you and your country, Argentina, enjoy on the international scene.

I shall not dwell on your prestigious background, which the Secretary-General, Mr. Michel Hansenne, has already described. I should merely like to emphasize your efforts on behalf of the workers of your country.

Mr. Menem, your visit holds special meaning for us given your impressive qualities and those of the Argentine Republic. Since your election in 1989, you have worked for a renewal of your country, and it will be no exaggeration if I say that your liberal economic policies have begun to bear fruit. It is enough to refer to the impresssive performance of the Argentine economy, whose growth has averaged 5 per cent per year, as a result of which the Argentine people can now look forward to the future with confidence and hope. It goes without saying that such an achievement has not been without its problems, but we are sure that you will overcome them.

As for your personal qualities, they are an example for us all. You represent a society that believes in openness, democracy and respect for human rights. The Argentine Republic has been a crucible which, throughout its history, has assimilated many cultures and set an example of social tolerance. We are also following with great interest your efforts to enhance economic cooperation with your neighbours and we wish you every success in these endeavours.

Mr. President, I cannot conclude without referring again to your personal qualities since I had the honour to escort you during your visit to Egypt and came to know and appreciate your modesty and dislike of formality. You are at ease with ordinary people, and a keen football fan, all of which testifies to your popularity as a leader who is loved by his people.

Mr. President, allow me to extend to you and to the Argentine Republic my very best wishes.

(The Conference adjourned at 10.45 a.m.)

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No. 9 – Wednesday, 9 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Eighth sitting

Monday, 7 June 1993, 11.15 a.m.

President: Mr. Bustos Huerta

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Spanish: The PRESIDENT (Mr. BUSTOS HUERTA) – We shall now resume the discussion on the reports of the Director-General and the Governing Body.

Original Spanish: Mr. ROZENTAL *(Government delegate, Mexico)* – My delegation would like first of all to wish every success to the President and other Officers of the Conference in carrying out the programme of work of this session of the Conference.

Since Mexico joined the International Labour Organization in 1931, it has entered unequivocally into the commitments of and associated itself with the objectives of the ILO. Fourteen years before that, my country was the first to enshrine social rights in its Constitution. The ILO, for its part, has been campaigning since 1919 for the adoption, at the international level, of standards which recognize the basic rights of the workers. Both of us in our respective spheres have consequently been fighting to achieve what the Preamble to the ILO Constitution states as the objective of the Organization – social justice.

Mexico is aware of the importance and significance of the standards adopted by the ILO. It has ratified 74 international Conventions prepared under the auspices of the Organization, and has played an active role on its main bodies. Mexico has been honoured to chair the Governing Body this year – for the fifth time since the end of the Second World War. This has reaffirmed our determined commitment to uphold the work of the ILO which observes the fundamental aim of obtaining the best living and working conditions for workers, and thereby promote social justice. In Mexico, as in the ILO, tripartism is one of the fundamental pillars of government action taken with regard to labour matters.

I have pleasure in announcing that on this occasion of my attendance at this Conference I shall be handing over to Mr. Hansenne the instrument by virtue of which the Government of Mexico has ratified the Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172).

Few periods in the history of mankind have seen so many important changes in such a short space of time. Periods of economic expansion without precedent have been followed by periods of recession with negative consequences, mainly for the workers. During the past decade, Mexico has been faced with a difficult economic situation with reduced growth, high inflation and the erosion of general standards of living for the population. Since coming to power, President Carlos Salinas has decided to face up to this challenge by modernizing our economy from top to bottom and putting public finances on a sounder footing. It is particularly important to combat inflation to ensure an equal distribution of income and wealth and because of the harmful effect it has on the economy.

I am pleased to inform you that we have met the challenge of achieving sustained growth with stable prices through a successful policy of social consultation.

Since the end of 1987 Mexico has concluded three social agreements. With the first agreement, on economic solidarity, we sought to minimize the social cost involved in the implementation of a plan for economic stabilization and in combating inflation. The agreement regarding stability and economic growth included the aim of ensuring stable and lasting economic growth.

The current agreement concerning stability, competitiveness and employment combines the macro-economic and micro-economic objectives, especially as concerns productivity in enterprises which is of fundamental importance to consolidate the fight against inflation and the creation of more and better jobs.

The North American Free Trade Treaty (NAFTA), which has now entered the final approval stage will create new sources of employment and stimulate the training of more Mexicans. Mexico does not base its development strategy on cheap manpower. The NAFTA agreement and the parallel agreement now being negotiated, by providing for increased productivity and more training for workers, will lead to better standards of living and social welfare for all.

It has not escaped our attention that the necessary restructuring of economies and the search for new horizons has also led to fundamental changes affecting a growing number of workers in all sectors of the economy. The modernization of market economies of necessity involves a social cost. Structural changes have to be accompanied therefore by social measures for the different sectors of society which are suffering the most from structural changes.

The most significant and most difficult process now under way in Mexico concerns the fight against poverty. A modern vision of national sovereignty also presupposes the ability of the State to integrate the most needy people in the process of production, and improve their well-being.

We have to reaffirm the principles which gave rise to the ILO and the commitments assumed by member States for the improvement of the living and working conditions of their population. The ILO must continue to play a predominant role in the search for ways and means of achieving a balance between economic efficiency and social justice in accordance with its original mandate.

The Mexican Government has read with great interest the Report of the Director-General on *Social insurance and social protection.* We believe that it should lead to a consensus on the function of governments and the social partners in regard to the adaption of social security and protection systems to the processes of structural adjustment. We reaffirm our support for the maintenance of the basic principles of social security, namely solidarity, redistribution, equity, universality, efficiency and opportunity. Tripartism is also one of the pillars of our social security system in which the State, employers and workers play an equal part.

We are aware that in all parts of the world there is an intensified search for new and more advanced levels of protection and social security. And this has led us to review our functions and responsibilities in the different sectors, reflecting a broader concept of social protection.

From the point of view of Mexico, the State cannot evade its fundamental responsibility for ordering and guaranteeing a social security system. The State will continue to be the only factor for striking a balance and guaranteeing adequate protection of the resources which serve to meet the needs of the population in the field of social security and protection.

This does not do away with the need to seek new approaches, which, on the basis of community structures and collective solidarity, will make it possible to meet the growing needs for better health services, social protection, housing and education. The fulfilment of this aim will mean a better distribution of the national product.

Mexico has undertaken a vast programme which, while respecting the traditional social security institutions – the Mexican Security Institute and the Social Security and Welfare Institute for Public Service Employees and the Health Service – is seeking to meet the most pressing needs of the population.

Thus, on the basis of the idea of shared responsibility and collective solidarity, we have launched a national solidarity programme. This programme, together with the traditional social systems, is making it possible to provide services and meet the needs of 30 million Mexicans.

The basis for this programme lies in the responsibility shared between the State and the efforts that must be made by communities on the basis of the minimal resources that they have at their disposal, in order to do away with bureaucracy and increase efficiency and flexibility in the allocation and use of resources. This has made it possible within a space of 40 months to provide drinking water to 11 million Mexicans, electricity to 13 million and legal protection for ownership to 1.5 million Mexicans.

There are no universally applicable models to meet the serious problem of unemployment resulting from structural adjustment: the solutions lie in specific economic, social and political features of each country. The ILO can collaborate in this task.

In my country there are 85 million Mexicans, and every year 1 million more people come on to the labour market. This increase calls for new and creative solutions. The national solidarity pro-
gramme has resulted in a large number of self-ger
ating employment opportunities. The creation
new employment, by whatever mechanism is p
posed, implies of course that the labour force m
be qualified or better qualified to meet the dema
of technological advance which are prevailing in
production process.

For this purpose, it is necessary to make for
provision for the setting up of vocational train
schemes.

Finally, I would like to tell you that we h
launched a retirement savings scheme in Mexico
workers to which only employers contrib
Through this scheme, we are gradually building u
source of income to be added to the pension recei
under the retirement and insurance scheme by ev
Mexican worker.

On the threshold of the twenty-first cent
governments have to strive to find imaginative
economically viable solutions to the social challen
deriving from new realities. On the eve of the 7
anniversary of the creation of the International
bour Organization and the 50th anniversary of
promulgation of the Declaration of Philadelp
Mexico urges the social partners to comply fully w
the essential obligation we assumed on joining
ILO, which is nothing more nor less than the pro
tion of social justice.

Mr. BUNNAG *(Government delegate, Thailan*
On behalf of the delegation of the Governmen
Thailand and on my own behalf, I would like to
tend greetings to my fellow delegates and to oth
attending this 80th Session of the International
bour Conference. As in previous years, we app
ciate this opportunity offered by the ILO to
change views with delegates from all over the wo

May I start by congratulating Mr. Assem Ab
Hak Saleh on his election as President of the Con
ence. I am confident that under his able leaders
the deliberations of the Conference will be succ
ful. Let me also congratulate Mr. Hansenne on
re-election as Director-General. We are confid
that his second term of office will be equally frui
to the developing countries of the world.

We in Thailand are striving to sustain a society w
a fairly high level of per capita income while
tributing more equitably the national wealth.
country has gained international recognition
maintaining a high rate of economic growth. Prog
has been made in achieving some of our major so
economic objectives such as the reduction of pove
elimination of child labour, new labour legislati
minimum wages, tripartite consultations, better wo
ing conditions and occupational safety and hea
With specialized offices implementing new measu
of labour protection and welfare throughout
country, it has been possible to cover many catego
of workers. At the same time, special attentio
being paid to developing our manpower resou
through skill development and employment pro
tion, which are being undertaken by the newly est
lished Department of Skill Development. To se
the numerous tripartite bodies, the Labour Stu
and Planning Division has been strengthened s
stantially by means of computerization and effec
programming in undertaking analytical activities.

The new labour policy introduced by the pres
Government has established a framework for s

taining economic development with social justice. To this end, we are taking the necessary steps to establish a Ministry of Labour and Social Welfare as the appropriate authority to integrate and regulate the major labour administration services, such as for employment creation, skill development, social security and labour protection.

While on the subject of workers' protection and safety, we would like to bring to your attention the May 1993 fire accident in a large toy factory in our country which resulted in a significant loss of workers' lives. The factory, which produced stuffed toy animals and plastic dolls, had previously been inspected by labour safety officers from the central and provincial labour offices and was warned to ensure safe working conditions. After the tragic incident, the Prime Minister, the Interior Minister, heads of political parties and authorized officers immediately visited the factory and took action to render all possible assistance to the workers. The Department of Labour Protection and Welfare of the Ministry of Interior came to an understanding with the toy factory employers according to which they were to assist all their workers in this case and in future cases of death, injury and sickness and re-employment where necessary. The employers have responded wholeheartedly and with a sense of responsibility. The Department of Police is still pursuing an investigation of the accident to ascertain the actual cause. We shall continue to keep the workers' safety programme in the forefront of our activities.

We are happy to note that after a period of six years the role of the ILO in technical cooperation is again being discussed at this session. Also, the Director-General's Report deals with development of a system of social security and social protection and the role of the ILO in improving their effectiveness.

The technical cooperation priorities set by the ILO in some areas may not suit the socio-economic conditions of some member States. We hope that the Director-General will scrutinize them in detail before taking a decision, particularly for the Asia and Pacific region. We note with concern that there was a significant decline in the number of new projects in the first six months of 1992. We regret that the ILO's labour and population team for Asia and the Pacific ceased to exist in 1992. We are apprehensive about the impact of the ensuing closures of ARTEP, ARPLA and APSDEP, as they may lead to a further drop in technical cooperation projects. The thematic approach covers areas such as support for democratization, an area for which concrete technical assistance projects have not yet been clearly defined or devised. Besides, it appears that the ILO depends mainly on the UNDP for technical cooperation funds. We wonder whether such funds are likely to be available for technical assistance programmes in support of democratization. In Asian countries the need is not so critical for supporting democratization, as democracy has already taken root in the majority of them. It is vital to focus on specific areas such as technology transfer, employment promotion, the development of human resources, skill development and safety. I hope the Director-General's office will be able to pay greater attention to the priority needs of member countries and assist them in devising appropriate social policies to sustain a higher rate of economic growth.

We welcome the discussion on the Convention concerning part-time work. We would, however, like to emphasize the need for specific schemes that facilitate access to part-time work for the unemployed. These can be promoted by the ILO as part of its technical cooperation activities.

We have also responded to the Report prepared by the Director-General's Office containing the proposed Convention and Recommendation on the prevention of industrial disasters. This is also an area where technical assistance activities should be focused.

Thailand agrees that the existing Conventions on labour standards should be reviewed and updated to enable flexible implementation in developing countries. It is always more realistic to support member States in complying with the Conventions than to stress strict enforcement in the early stages, because developing countries face many international trade problems. Some of these problems are created by allegations of violations of human rights or workers' rights. Thailand, as a founding member of the ILO, has been supporting the ILO's regional projects by hosting several of them. We will be glad to continue such support. We hope that the ILO will devote more of its financial and staff resources to the field offices for technical cooperation activities, not only for policy advice but also to assist in implementing the policy according to the Director-General's Report. Since only a small proportion of the ILO budget is devoted to technical cooperation, this deserves special attention for review at this Conference.

I would like to thank you and all the delegates for your attention and wish you every success in achieving the objectives of the Conference.

Mr. BHUIYAN *(Minister for Labour and Manpower, Bangladesh)* – I should like to ask the President to accept our sincere congratulations on his well-deserved election to the leadership of the 80th Session of the International Labour Conference. We are confident that his wisdom and experience will lead us towards very successful deliberations and important decisions. Our congratulations are also extended to the distinguished Vice-Presidents on their election.

The Director-General should be congratulated on his richly deserved re-election for a second term of office. We hope and believe that during the second term he will excel even beyond the high level of performance demonstrated during his first term. Bangladesh will continue to support him and encourage him in paying particular attention to the special problems of the least developed countries.

The Director-General deserves thanks and appreciation for his excellent Report. We have found it very informative and thought-provoking. The least developed countries who are members of the ILO would appreciate it if the future reports of the Director-General could focus more sharply on the specific problems and difficulties of the LDCs in the field of labour. This would also be in keeping with the decision of the United Nations General Assembly requesting the specialized agencies to pay particular attention to the problems and needs of the LDCs.

The issues of social insurance and social protection have assumed greater significance in recent years, especially in the context of renewed emphasis on structural adjustment. I compliment the Director-General for focusing on such an important issue in his Report. Bangladesh believes that the socio-political sustainability of economic development needs much greater attention than it has so far been given. The issue of structural adjustment cannot be viewed in isolation. The social and political dimensions, particularly those involving productivity, welfare and security of workers will have to be taken adequately into account. We appreciate that the Director-General has drawn our attention to this major issue in his useful Report.

Since the different regions of the world are at different stages of economic development, the concept of social insurance and social protection will need to be articulated in the context of the economic capacity and dynamics of a given society and state. Despite political will and even commitment, many of the least developed countries face serious economic difficulties in relation to the adoption of institutionalized and formal social insurance and social protection of workers. In most of the developing societies the family is still the foundation of social insurance and social protection. Higher levels of external technical assistance and economic support are essential if the most disadvantaged countries are to move towards an institutionalized system of social insurance and social protection. Mere discussions are meaningless if these words are not matched with additional external resources and better democratic participation at the national level to achieve these social targets.

The pace and dimension of the structural adjustment programmes envisaged by multilateral financial institutions need to take into account fully the wider aspects of the political sustainability and social sustainability of the structural adjustment initiatives, which cannot be an end in themselves. The Government of Prime Minister Khaleda Zia is fully involved in the challenge of harmonizing the needs of structural adjustments with the imperatives of employment generation, education, medical care and old-age pensions, etc. Our Government is particularly attentive to the need of employment generation in the rural areas of Bangladesh. We believe it is the key to social insurance and social protection.

Some highly innovative and successful Bangladeshi NGOs are doing pioneering work in the field of rural employment generation and social insurance and social protection in Bangladesh. Their significant contributions towards the poverty alleviation programme of our Government is widely appreciated. The partnership between Bangladeshi NGOs and the Government is becoming more substantial and meaningful as democratic institutions and political freedom continue to flourish in our country.

Trade is the most potent source of employment generation. Progress towards democracy, development and employment generation do suffer if fair trading opportunities cannot be created, especially for the most disadvantaged countries. The successful and balanced conclusion of the Uruguay Round of the GATT negotiations will be a significant step towards free trade and employment generation.

Prime Minister Khaleda Zia has made "Dal Bhat" (a basic minimum food programme) the cornerstone of the socio-economic policy of her Government. The momentum of democracy in Bangladesh is very closely linked with the programme of poverty alleviation and protection of workers' rights. I myself, having been a trade unionist during the early days of my political career, can appreciate very well the need for protecting the rights of workers in Bangladesh. Our Government is politically committed to addressing these basic human issues in a comprehensive framework of democracy, development and human rights.

A tripartite consultative committee has been established in Bangladesh under the chairmanship of the Minister for Labour and Manpower. This is the first time that such a progressive and enlightened forum has been activated to integrate our working population in a responsible and transparent dialogue with the Government and the employers. We are also pursuing a comprehensive programme of updating, harmonizing and rationalizing our laws relating to workers, working conditions and the trade union movement. Our Labour Laws Commission comprises representatives of all three partners.

There is growing concern in Bangladesh about the tendency to draw the ILO into a political debate on the issues of human rights. Our Organization is a specialized agency devoted to serve the workers. Increasing politicization of the objectives or activities of the ILO would be, in our view, detrimental to the interests of the Organization. The institutions of the ILO system need to remain within the mandate of the Constitution of the Organization.

The reporting obligations under the Conventions ratified by Bangladesh place an enormous burden on our extremely limited resources. Those in the ILO who process these reports may need to take into consideration our special problems. Sometimes, the line between help and harassment can be quite thin. It is very important to have our priorities right or else we may stray away from the primary objectives of the ILO.

Our growing democratic experience, the freedom of the trade union movement and the free press are among the advantages which we have in making a meaningful contribution as a member of the Governing Body of the ILO. The balanced and constructive foreign policy of Bangladesh is the basis of our cooperation with the world community. Bangladesh is looking forward to making its modest contribution to the important activities of the Governing Body of the ILO.

Finally I would like to reiterate that Bangladesh remains fully committed to the principles and purposes of the ILO.

Original French: Mrs. DE VITS *(Workers' delegate, Belgium)* – The Director-General's Report describes the features of a social insurance system as it was introduced in the immediate post-war period in the countries of western, eastern and central Europe. Those features were: cover for all citizens, funding based on solidarity by all according to income, and guaranteed benefits in case of need. These are the three universal features which should be generally guaranteed by legislation, and it is through legislation that the State, the main player in the system, safeguards the three universal features which characterize a social insurance system. Seen in this light, the global situation described in the Director-General's Report is not encouraging, and I would like to put forward a number of possible reasons for this. As I have already said, I take the universal nature of an insurance system as a measure of its quality. In the light of this, we can discern two realities and two major trends. The first reality is that only a very small proportion of the world's population benefits or has benefited from a universal insurance system. I refer here to the populations of a few western and eastern European countries and Canada. The second reality is that, where there is no universal insurance system, the conditions needed for setting up such a system do not as a rule exist. The first major trend is that States with a universal system are tending to depart from it as a result of restrictive social policies. The second trend is that States with only a partial insurance system are also tending to depart from the principle of universality rather than drawing closer to it, and thus tend to have fewer contributors, fewer risks covered by the system and fewer beneficiaries. So, on the one hand, the international community as a whole is departing from the principle of universality, while the poorest States seem to have neither the means nor, on occasions, the political will to create the conditions needed to put the principle of universality into practice. Universality remains, for many countries, an ideal which is impossible to attain, at least in the medium term. It is different for European countries which have elaborated systems of social protection which aim to approach as closely as possible the concept of universality. Systems of social protection have thus been set up gradually. They are the result of social struggle and the gains made by workers since the end of the last century. While there are significant differences in the actual implementation of the systems, there are a sufficient number of points in common for us to be able to talk about a European model of social protection, whereby Europe differs from the United States or Japan in having compulsory systems which aim to protect the whole populace from the main social risks. Nevertheless, this European model of social protection has been under attack for a number of years. Values of solidarity and universality have been called into question. Thus, especially since the early 1980s, social protection systems have been subjected to repeated attacks on various pretexts based on financial, demographic and also ideological constraints. Certain conservative circles are trying quietly to undermine solidarity among workers and to put the philosophy of individualism – of "each for himself" – in its place. European systems of social protection are thus departing more and more from the principle of universality.

The same trend is evident in the countries of eastern Europe. The development of uncontrolled capitalism has created pressures to reduce social security and protection measures which have already been introduced. Western European countries are also experiencing a certain regressive trend. The phenomenon of social marginalization, which is closely connected with employment problems and with the increase in long-term unemployment, has become a major problem. An ever growing number of citizens and workers are falling through the social protection net and into this descending spiral of marginalization. The mechanisms for funding the system are going through the same crisis as a result in particular of an increasingly ageing population, the growing imbalance between working and non-working populations, and the financial disengagement on the part of State. This phenomenon is particularly conspicuous when one considers the dynamic force of the European construction process which was launched more than 30 years ago. If social cohesion really is one of the objectives which the European Community had set itself, the logic which has underlain all the stages of this European construction process has always been dominated by an economic and fiscal vision.

The establishment of the Economic and Monetary Union confirms this state of affairs. The criteria for convergence envisaged in the Treaty of Maastricht are also used as genuine instruments of fiscal policy and serve as the pretext for setting in motion a wave of social devaluation measures and attempts to undercut social costs. Even if a new approach to social protection must be considered, it must not be at the cost of the European social culture which is an important asset in our countries. Even if this culture has to be adapted, it must not be sacrificed on the altar of fiscal policy.

The dominant feature of social insurance systems in developing countries is their limited scope. They are reserved for civil servants and the staff of a small number of large enterprises. Moreover, even within these groups contributions are not necessarily related to income. The risks covered are also limited. The system meets only a small portion of the needs of its few beneficiaries.

When an insurance scheme falls so short of universality, it increases social inequality rather than helping to redress it. Should these countries therefore rely on charitable bodies for social protection? How can the situation be improved for the greatest number of people? What action can be taken against poverty? As they are based to a large extent on workers' contributions, social insurance schemes depend, on the one hand, on formal contract-based work relations and, on the other, on the existence of a stable wage-earning population. These conditions are very difficult to encounter in developing countries.

A very large proportion of the labour market is based on informal relations and wage-earners themselves move repeatedly from the formal to the informal sectors and vice versa throughout their career. They do not join a formal wage-earning structure for life.

Given the scale of informal labour relations and of the interrelationship between the formal and informal sectors, some countries opt for development of the informal sector in order to ensure a minimum income for the population. It follows that social protection in such cases is oriented towards informal labour, provision of drainage systems for shanty towns, access to basic education for children.

These social protection programmes are very important for their beneficiaries but their impact is too limited. Informal employment sectors and the protection given them in some cases may be sufficient to meet individual needs but they do not satisfy community needs for employment. Programmes for dealing with poverty at the local level are obviously necessary but they do not relieve the State of its duty to play a role through economic and social policy.

This also applies to a number of international institutions, in particular the IMF and the World Bank. As far as the role of the State is concerned, I feel it should do everything it can to develop formal labour relations. It is not a matter of attacking informal work or doing away with the few scraps of protection available to workers in the so-called informal sectors, but every effort must be made to provide favourable conditions for the development of formal labour relations.

The first condition involves the pursuit of policies designed to stabilize the situation of workers and wage-earners. Stable conditions for workers is an essential prerequisite for developing formal labour relations. It is not simply a matter of social security but rather of security as such. The State must provide for the security of its citizens and there can be no stability for workers while death squads continue to exist. The first form of universality for which the State must work is the security of all its citizens, first and foremost the poorest among them. It must therefore shoulder its responsibility for protecting its citizens against violence and against this background give priority to the right to housing. In a situation where social benefits are constantly dwindling, the status of citizenship must at least be stabilized, primarily by providing access to housing.

The second condition is universality of taxation. For as long as multinationals base their decisions on whether to invest in a State on the extent to which that State has been deprived of its fiscal prerogatives and to which the local work force may be exploited in defiance of ILO Conventions, it will be very difficult to lay the foundations, in terms of wages and salaries, for a universal insurance scheme.

That brings me to the third and last condition, which is recognition of the independent economic and social decision-making power of States. In conclusion, I believe it is now generally recognized that the main value of a social insurance system is its universality because it can thereby lay the basis for solidarity. This universality is directly linked to the enlargement of the wage-earning work force and hence to employment on the basis of formal work relationships. It should then be a matter of international consensus that every State has the right to the minimum material preconditions for establishing universality in its priority areas of responsibility: the physical protection of all its citizens; the provision of stable conditions for the wage-earning population, primarily in terms of housing; the levying of sufficient taxes; ensuring equality for all citizens and all companies as taxpayers; and the financing of social policies, at least in the fields of education and health. Unless States recognize the need to address these priority tasks on behalf of all their citizens, I cannot see how it is possible to set up a social security system that does not lead to growing inequality among the people of a country. Agreement must first be reached on the universal need to address these tasks democratically in all States. The technocrats who specialize in turning out indicators must defer to the political will of governments. This applies both to the international community and to Europe.

Original Spanish: The PRESIDENT (Mr. BUSTOS HUERTA) – I would like to remind speakers that they are only allowed ten minutes.

Mrs. ROLDAN-CONFESOR *(Secretary of Labor and Employment, Philippines)* – I should like to join those who have addressed this Conference before me in congratulating the President as well as his Vice-Presidents on their election. My delegation and I shall extend the fullest support to them. Given the wisdom and experience that each one brings to this Conference, we are confident that the discussions will lead to very meaningful results.

May I also, on behalf of myself and my delegation, extend our warmest congratulations to Mr. Hansenne, whose able stewardship of the ILO has propelled him to a second term as Director-General – a second term that shall be marked by a committed drive for the ILO to become an important player in the shaping of social development in a fast-changing world.

I also welcome the new member States who have recently joined the ILO, the Organization that continues to house and nurture the sum of all our national lives that stand committed to the reshaping of a better future for the world's millions of workers and their families.

Last year my country successfully and peacefully elected a new President under a democratic Government brought in by the February 1986 revolution. During the first six years much effort was focused in strengthening the democratic institutions of the country. Today, Philippine democracy provides a strong basis for the economic liberation that we sorely need to provide a better life for our people.

The Philippine economy is now being nursed back to health. Our efforts at stabilization, restructuring and reform over the last years are starting to bear fruit. But we shall need to continue to be a country under structural adjustment programmes if we wish to address the many problems that keep many of our people in poverty.

Our vision for the new century is to bring our economy to industrial status. Our medium term development plan for 1993-1998 has taken up the twin themes of "global excellence" and "people empowerment". Export orientation and other trade and fiscal policies are adopted to enlarge the so-called "economic pie". People empowerment shall both help enlarge the pie and divide it more equitably.

How then do we venture to compete in a tough and even competitive world? The programme calls for civil order and political stability, a deeply ingrained work ethic, and a commitment by the political and economic elite to the common good. The strategies include commitment to a free market economy, giving our people a stake in development, industrializing from a base of agricultural productivity, developing an educated and highly skilled workforce, the fostering of export industries, and the building up of a solid infrastructure.

Important focus is now given to measures that will correct the dysfunctions in the labour sector, the dismal state of technical and vocational education, and retraining schemes. An invigorated economy needs not only capital and infrastructure but also an excellent workforce of world-class skills.

The strategy also departs from the "trickle down" policies of the past, which had only left our farmers and other poor communities behind, and moves into a policy of what we call "positive discrimination". Pro-poor programmes are in place.

Our Government is committed to upholding the basic rights of workers to self-organization, collective bargaining and negotiations, and the right to strike and peaceful concerted action. In the same way that we have liberalized foreign investment laws, as we develop our regional growth centres and industrial estates, workers' rights shall continue to be upheld.

To bargain away these basic rights as a premium for economic growth would go against the very grain of political empowerment and the constitutional mandate that guarantees and protects their free and responsible exercise.

Our strategy to create more job opportunities and attract both domestic and foreign investments will miserably fail, however, if there is chaos and anarchy at the workplace. We are, however, today experiencing an unprecedented level of industrial peace. The number of strikes has gone down from the 500 or so per year of five years ago to only about 160 strikes last year. We expect the number to go down this year.

Requests for preventive mediation rather than strike notices have increased, signalling that a new relationship between labour and management is already in order. Regional as well as national social accords between employers and labour organizations, increasing access to voluntary modes of dispute settlement and increasing use of dialogue have brought relative peace to the workplace.

The Labour Code of the Philippines is today undergoing a tripartite review to make its provisions responsive to the changing order. Amendments will be submitted to Congress, when its sessions resume in July of this year, for the necessary legislation.

The Director-General's Report on *Social insurance and social protection* comes at a very critical time, when the world as well as each individual member country is in search of creative strategies to provide more from dwindling resources for a growing number of people. For countries like mine, the experiences of the developed countries have shown that the presence of a reasonable social safety net for all persons and households strengthens the labour force, enhances its capacity to promote growth and absorb change, and contributes to the build-up of social and, ultimately, political stability.

As the Director-General has wisely observed in his Report, social protection in developing countries like mine must be integrated as part of a general socio-economic development, in order that it may be extended to the whole population, and contribute to, as well as benefit from, the other aspects of development.

The task is not impossible. But it is formidable.

Under the leadership of our President, Fidel Ramos, our vision and strategy to reach higher socio-economic growth as contained in the "Philippines 2000" programme consist of a parallel upgrading of social protection not only in terms of benefits but also in terms of coverage of population. The present system is presently being studied to provide a greater level of support for the poor, for those whose participation in and benefit from the mainstream of economic activity have been minimal.

Our Philippine Congress last year enacted a law that brought our agricultural workers and some segments of our informal sector under voluntary coverage by our social security system. This has brought the majority, as well as the more disadvantaged sector, of our labour force within the mantle of social protection.

Four international labour Conventions on social security involving migrant workers, Conventions Nos. 19, 118, 157 and 165 have also been submitted by the President to our Philippine Senate for ratification. The migration of more than a million Filipino workers to other countries makes it mandatory for the mantle of protection to be extended to wherever they are, in collaboration with and with the cooperation of the host countries.

We shall not wait for the year 2000, when we will have achieved considerable economic growth and the "economic pie" will have expanded to allow it: poverty must be alleviated as soon as modest amounts of growth are achieved. Social protection programmes must be formulated to reinforce other anti-poverty measures, not on humanitarian grounds, but because the major contributors to growth in my country are these very same sectors.

Part-time employment is an increasing trend in our country. But in the case of a developing economy such as ours, part-time work is mostly involuntary. While we welcome this development as a boost to employment creation, it may also promote underemployment. We will need to monitor closely the growth of this phenomenon, and ensure that the workers are provided with protection under this scheme. The ILO programme on this matter should be intensified – to identify trends, and to look for possible remedies in the context of the larger socio-economic situation of each member State.

Our Government is fully supportive of the proposed adoption of a Convention and Recommendation on the prevention of industrial accidents. We must, especially for both importers and exporters of hazardous substances and technologies, ensure the protection of our workers, the community, and the environment.

The active partnership policy for technical cooperation merits our full support. The multidisciplinary teams, one of which will be set up in Manila, should enhance the ILO's technical capacity to render its operations more constituent-led, demand-driven, relevant and, of course, cost-effective.

The Director-General states in his Report, and I quote "the ILO cannot act alone". The internal reforms in the ILO as well as the commitment of its members to be a significant part of the world's economic mainstream should enable us, individually and collectively, to respond effectively to the changing relationships in the world economic order and to ensure that we not only protect our workers but also enhance their capabilities for growth and development.

As the ILO strengthens its capacity to participate actively in this endeavour, much assistance should also be extended to the social partners in each member State to enhance their own capabilities in the national as well as regional debates in pursuit of the delicate balance that must be achieved between economic efficiency and social justice.

If we are to win the future for ourselves and our children as well, we must find the will and the energy to ensure greater policy and programme cohesion between labour and economic, social and political development.

Mr. JAYASINGUE *(Government delegate, Sri Lanka)* – On behalf of the Sri Lankan delegation, I would like to begin by extending our heartiest congratulations and warm wishes to Mr. Abdel-Hak on his election as President of the Conference. We also extend our courtesies to the respective Vice-Presidents who have been elected. I would also like to take this opportunity to congratulate Mr Michel Hansenne on his election to the post of Director-

General for a second term of office. We hope that his second term will be of particular benefit to developing countries.

I bring to this august assembly warm wishes and felicitations from the new President of Sri Lanka, His Excellency, D. B. Wijetunge, who many of you might remember, addressed the 79th Session of the Conference last year as Minister of Labour. He was, at that time, also the Prime Minister. Even as President, he retains the portfolio of labour.

The Director-General has prepared for this Conference an excellent Report, *Social insurance and social protection*. I have read this report very carefully and I must compliment the Director-General, Mr. Michel Hansenne, for such a thought-provoking and analytical presentation. There are also specific items listed on the agenda for discussion which include the important subject of the prevention of industrial accidents and a new subject, namely part-time work.

The prevention of industrial accidents, although an old subject, has assumed special importance especially in our region. The region will, no doubt, be a crucial arena for future global industrial growth. My own country, Sri Lanka, has already become a dynamic industrial growth centre in the region. Sri Lanka's educated and skilled workforce and the stable and liberal business climate have attracted many multinational companies seeking to establish industries. In terms of turnover and workforce, Sri Lanka has, perhaps, the largest free trade zone in the world. All this means the intrusion of new industrial technology. Industrial plants, machinery and industrial chemicals, however, bring the bad with the good – the bad being industrial hazards. With the massive influx of modern industry into our region comes the need for regular training of the workforce in how to handle machinery and chemicals. This responsibility has not yet been sufficiently met in the region.

The other subject on the agenda, that of part-time employment, does not have the same immediate relevance to countries in the region. In our part of the world, the formal sector is very limited and we certainly do not have full employment. However, I would like to show my appreciation to the ILO for having included the subject, as even to our region it may be relevant in the future. The peculiarities of the definition and scope of part-time employment will make standard-setting a challenging task indeed.

I would like to comment a little more fully on the theme of the Director-General's Report. The subject of social security for workers and their families is indeed very topical today. Approaches to the problem of social security have evolved steadily over the last several decades.

To begin with there were insurance schemes which provided for retirement benefits, survivors' benefits, benefits in case of injury at work, etc. The basis of this approach was the pooling of risks across a contributing population – voluntary at first, compulsory later. These schemes were typically fully-funded and self-financing ones relating to individual accounts. The State played little or no role in them. The coverage of the population and the coverage of benefits was therefore very limited. On the other hand, today in industrialized countries we see the emergence of a broad spectrum of social protection across the whole community.

These schemes are wide enough to include unemployment benefit. Security is provided to the whole population on the basis of need, and not only to contributors on the basis of their contribution and employment history.

Obviously, this advanced stage of social protection found in industrialized countries is not found in developing countries. To workers and their families in many of these developing countries protection against even elementary work-related hazards remain yet a dream.

My country, Sri Lanka, ranks quite highly in terms of social welfare and the quality of life of its people. We have a compulsory Employees' Provident Fund Scheme and an Employees' Trust Fund Scheme guaranteeing retirement benefits for employees in the private sector. We also have compulsory compensation schemes for occupational injuries and diseases. In addition, public servants in Sri Lanka enjoy a state-financed pension scheme, a survivors' benefit scheme and a limited medical insurance scheme. All citizens in Sri Lanka enjoy free education up to university level. They also enjoy free medical care.

As you can see, Sri Lanka has historically adopted a rather bold approach in trying to emulate the advanced social protection programmes prevalent in industrialized countries.

However, Sri Lanka has come up against the brick wall of national income realities. Attempts to expand universal social protection schemes have been reflected in growing national budget deficits. In 1991 Sri Lanka's public expenditure was 32 per cent of its gross domestic product. Each time this ratio goes up the Government must either borrow more or tax more. Excessive borrowing would lead to macroeconomic imbalances. On the other hand, excessive increases in taxation would result in disincentives for investment. This is a dilemma. And therefore Sri Lanka has had to cut its coat according to its cloth. Attempts at universal schemes providing health and education cover, set against limited national income growth and limited tax-based incomes, inevitably result in the lowering of standards of delivery of such services, constraints on benefit cover and restrictions on distribution. The imbalances of supply and demand – supply here meaning "supply of resources" – can only be reconciled by administrative rationing and queuing at the services' point of delivery.

The hard reality is that any broad form of institutionalized social security going beyond the restricted systems of traditional social insurance would have to depend primarily on economic growth. I am glad that this issue has been raised in the Director-General's Report because it serves to underline the need for the ILO to establish a formal nexus with international development agencies. In fact, this morning His Excellency Mr. Carlos Menem, President of the Argentine Republic, made the same point.

Historically, the ILO has been perceived as a standard-setting body. The passing of resolutions, Recommendations and Conventions would be merely ritualistic if such instruments could not be implemented by the majority of the world's people. Records show that many ILO Conventions have not been ratified by many Members. The ILO should therefore reorient its strategy by actively establishing links with international development efforts designed to ensure balanced economic growth among all nations. Let us hope the Director-General's Report will be a turning point.

I should like to emphasize a particular point here, namely the need for some reasonable correlation between economic growth and the expansion of social protection measures for the worker and his family. There are some who argue that social protection should come only after economic growth has been achieved. These persons have got the wrong end of the stick. Social protection should not be a secondary activity – it should be a concomitant activity. For one thing, business growth presupposes a contented workforce. We have examples of successful economies where miraculous growth took place against a background of employee-oriented managerial practices: Germany with its co-determination, Japan with its employment for life, and so many other examples of industrialized countries which have been successful. The social protection of the worker is therefore not a secondary consideration but a priority on a par with economic growth. It encourages growth and should therefore, in turn, be a result of it. This, however, does not discount the moral argument for social protection and there is also the compelling consideration that social protection measures are a *sine qua non* for social stability.

I would like to take this opportunity to thank the ILO headquarters and the ILO Office in Colombo for all their hard and splendid work on behalf of Sri Lanka.

Mr. QUINN *(Minister for Enterprise and Employment, Ireland)* – Let me say at the outset that I would like to associate my delegation, the Irish delegation, with the previous speakers in congratulating the President and the Vice-Presidents for their successful elections at this Conference.

Ireland has been proud to be a part of the International Labour Organization's long and distinguished history. I warmly welcome the publication of the Director-General's most recent report, *Social insurance and social protection*. Informative and comprehensive, the Report is also provocative in that it clearly identifies the challenges which the Welfare State faces as we advance towards the twenty-first century.

These challenges consist of major structural and demographic changes within all our societies. In addition, the collapse of communism has removed a traditional element in the ideological content of our debate. It has not removed, however, the need for governments to commit themselves to the objective of full employment.

I envisage the Report having a major impact on the on-going debate on the future evolution of social protection, both in my own country and indeed worldwide. Of particular interest to us is the discussion on the matching of resources with needs in the light of present unemployment levels and within the prevailing socio-economic climate.

Like those of other developed countries, Ireland's social security system has grown from humble origins, and largely on an ad hoc basis, into a relatively wide-ranging system. At the foundation of our State in 1921 we inherited a tradition of social security based on a system of flat-rate benefits differentiated by family size. Following the establishment of the Department of Social Welfare in 1947, the 1952 Social Welfare and Social Insurance Act provided for the unification and simplification of social insurance services and the foundation of a single social insurance fund. During a period of sustained economic growth between the 1960s and the early 1970s, the system of social protection was substantially expanded and enhanced with the introduction of many new schemes to cater for different groups and needs.

The direction of our social security system has been influenced by international developments. Prior to our membership in the European Community, Ireland had already ratified part of the International Labour Organization's Equality of Treatment (Social Security) Convention, 1962 (No. 118). In 1971, we ratified the Council of Europe's Code of Social Security, which is based on the ILO's nine branches of social security relating to medical care, and sickness, unemployment, old-age, employment injury, maternity, invalidity, family and survivors' benefits. Change was accelerated after joining the European Community in 1973.

In line with the concept of the free movement and equality of labour which is central to the economic philosophy of the Community, directives on equality and reciprocal arrangements between States in relation to workers' insurance records were also adopted.

We recognize that the social welfare system must continuously adapt to the changing socio-economic environment. Ireland, in particular, is faced with the problems of a rapidly growing labour force in comparison with the developed world, rising unemployment levels and, in the longer term, a trend towards an ageing population. Last year, around I£3.4 billion was spent on social welfare payments. This represents 36.4 per cent of the entire Government's current account expenditure. The funding of this enormous sum has placed severe pressure on the public finances which are already operating under tight monetary constraints.

Questions on the future of Ireland's social security system mirror the international debate on the effectiveness of social insurance to meet the changing needs of today's disadvantaged. Doubts about the fundamental rationale of the welfare State itself have been raised by some commentators. The concepts of community responsibility and social solidarity are increasingly being challenged, as evidenced by the rise of racism and antagonism toward immigrant populations within the European Community.

Considerations of efficiency and productivity have reinforced this assault on the tenets of post-war European social protection. In addition, it is sometimes asserted that European labour costs prevent Europe from competing successfully with developing countries. Taken together, these doubts threaten to uncouple the social partnership approach to economic progress and social cohesion as being the two sides of the same coin.

Traditionally, Ireland's social welfare system has been a mixture of social insurance and social assistance schemes. Our policy has been to expand social insurance schemes to cover all appropriate groups, while ensuring that social assistance continues to be developed as a safety net for those who cannot be covered by the insurance system. The self-employed were incorporated within the social insurance system in 1988. The inclusion of part-time workers in 1991 was a reflection of the labour market but also highlights, in my country, the changing role of women in the workplace as outlined by the Second Commission on the Status of Women in Ireland. Increasingly, the traditional idea of women's dependency in the family is being changed in line with the modern practice of respecting each individual as an individual.

I share the Director-General's political belief that society has a responsibility to care for all of its members. The essence of this social contract is that the administration of this care must ensure that those most in need are given priority.

In Ireland, despite the increasing pressures on the funding of the social welfare system, we have ensured that social welfare payments have been increased each year, at least in line with inflation, and substantially higher increases have been given to those on the lowest payments, as well as to groups identified as being at particular risk of poverty. We are especially conscious of the needs of families and give particular priority to them, this year, with a substantial increase in child benefit payments. Our major challenge for the future will be to continue to ensure that those most in need are fully protected at a time of financial constraint.

The social security system is sometimes seen as being in conflict with economic objectives. I was very pleased to note that the Director-General's Report draws attention to the complementary nature of social policy and fiscal policy. In my view, economic growth and social security must be automatically linked. That link is a two-way process between the needs of a community and the fruits of its work. Industrial policy is deficient without the provision of a healthy, vibrant and self-assured population. We must not abandon this key while searching for the door to a better economic environment. We must, of course, be conscious of areas of potential conflict of objectives. For example, in the area of unemployment benefits, a balance must be struck between the need for adequate payment levels and the danger that high levels of payment can cause work disincentives through poverty traps.

We should not be afraid of raising such questions; the answers do not necessarily involve any reduction in social protection but can lie in measures such as closer coordination with training programmes and other similar initiatives.

The fundamental purpose of the Irish social welfare system is to provide an adequate level of resources to people in times of need, in a manner which encourages independence and respects the dignity of the individual. In promoting this mentality, vocational training programmes have been connected to a range of benefits. An early retirement scheme was introduced as an advantage to both the younger and older members of our society.

Other schemes to facilitate part-time work highlight an awareness of, and indeed a willingness to adapt to, the changing pattern of the labour market. The gradual withdrawal of benefit instead of the severe loss of all one's benefit on commencing employment is another important step towards ensuring that payments do not inhibit moves towards greater self reliance.

For too long the management and administration of our social welfare system required recipients to become dependent in order to qualify for support. Social protection in the future must encourage enterprise and self reliance among its recipient citizens, while at the same time respecting the economic balances of the domestic labour market.

Let me now conclude by saying that we live in world defined by change. In recent years this chang has been most marked in the countries of Centr and Eastern Europe. And while we welcome this a aptation to democracy and global market forces, v believe that they should not abandon their previo commitments to social protection and cohesion, a beit within the context of a command economy.

In addition, the rapid economic development the newly industrializing countries, which has bee very impressive, should also recognize the need f social balance and equality of economic opportuni

Accordingly, we welcome the attention drawn all these problems in this Report. It sets out a ve clear agenda for future action and highlights ho much remains to be done.

Original Spanish: Mr. PACIELLO *(Governme delegate, Paraguay)* – It is with singular satisfactio and unashamed pride that we take the floor today representation of the Government of the Republic Paraguay to inform you that the Government General Andrés Rodriguez has complied fully wi the commitments entered into along with his peop before the international community.

This is obvious if you examine our record. Th first law adopted by congress was for the ratificatio of the American Convention on Human Rights.

In the same year an electoral code was establishe and various elections were held under its democrat standards.

On 20th June 1992 the first genuinely free Const tution of the Republic of Paraguay was adopted.

As recently as 9th May this year the first genuin free and democratic elections in our history wer held, as a result of which we now have an oppositio majority in our congress, something which has neve occurred before in our country.

I would like to stress the fact that all these pro found changes have been taking place in a Sout American country which is geographically small, in land, far removed from the predominant world eco nomic trends, where autocracies and states of emer gency have always been the rule, and wher democracy has accordingly been unknown since po litical horizons have almost always been marked by succession of governments of force, revolution an fraticidal struggle. All these changes have bee achieved in the very short time of less than thre and-a-half years, a fact which is indicative of a wel defined determined political will and an unparallele thirst for freedom and democracy.

These structural changes have inevitably met wit keen resistance. These have been given vent by unre stricted freedom of the press and have plunged u into a sea of incomprehension due to a lack of genu ine long-standing practice of democracy and a whol culture forged under the yoke of human rights vio lations, authoritarianism, arbitrariness and the clos ing off of any channel for genuine participation b citizens.

How can we change social and cultural condition such as these? The Paraguayan people have respon ded by greater democracy. The continuous seekin out of what the people want both within politica parties and in all kinds of organizations seems to b the only valid means of enabling free men to clai the prerogatives that have been denied and disre garded as they gain awareness of their value as in replaceable elements in the forging of a common destiny.

These are the considerations which have provided the framework for our freedom-based Constitution with which we aspire to build a new society with greater solidarity, a more human and more worthy society.

I would like briefly to refer to some of its basic concepts.

First of all Paraguay has defined itself as a social State based on the rule of law. This imposes on the entire legal framework the imperative need to consider social rights alongside individual rights since it is the obligation of the State to remove obstacles to equality of opportunity in sharing the benefits of culture, property and natural resources, which are not the property of individuals but of society in general.

The Constitution also states that the Government is a representative, participative and pluralistic democracy.

All this leads us to the conclusion that the great challenge facing us is the building of an open, participative democratic society cemented by the values of equality and solidarity. How can we transfer all this to the field of labour relations?

The Government believes that in facing these great challenges we have to follow two paths which will in the end converge. First of all, we need imaginative solutions. These presuppose a break with the stereotypes of the past. We must abandon the so-called class struggle which has simply led to a state of permanent conflict. It is time for all the sectors involved in production to abandon outdated attitudes of confrontation, and to shoulder their responsibilities in overcoming our underdevelopment. Cooperation, social partnership, shared responsibility for increasing production and productivity in a context of equality and solidarity will lead to the demise of outdated practices.

In this connection, we ask for the greatest possible understanding and solidarity from the International Labour Organization. We believe that it is time to do away with the fictional notion that working conditions are the same all over the world, and that by extension, one set of standards drawn up by the most developed countries is sufficient. The countries of the so-called Third World are calling for more and greater understanding.

Secondly, we need to bear in mind the fact that the predominant economic concepts in the world today are essentially geared to competition. Accordingly, prices which are fixed in terms of labour productivity in the developed world, and achieved through state of the art technologies, will place disproportionate sacrifices on the workers of the Third World, who have endless needs to meet, and lack such technologies, and who are obliged to make enormous sacrifices, which are an offence to human dignity. Hence, the urgent nature of our call for action by the ILO based on criteria of greater fairness.

Integration into more extensive economic areas such as MERCOSUR, in our case, opens up new opportunities, and wider markets. But, in view of the disparities which exist between its member countries, it will be necessary for understanding of the kind to which I have referred, and on the part of all participants in the economic process, the sense of responsibility required by the common challenge we have to face. This is not simply a matter for workers or employers alone. We are all affected together. Bearing this in mind, the Paraguayan Government is striving to offer every possible incentive for involvement by the people as a whole in achieving a degree of consultation and shared responsibility which can give birth to the new society to which we aspire.

This will be built on a foundation of respect for human dignity, and only in so far as this participation respects the postulates of democracy. There is no place now for personality cults, nor unwanted advice. Genuine democratic participation presupposes great purity and transparency in electoral processes so that nobody can spuriously claim to act on behalf of unknown organizations. Honesty in attitudes, aims and procedures is what the Paraguayan Government is constantly aspiring to achieve.

We want a new society. We want a democratic, participative and pluralistic society as the unshakeable foundation for ensuring freedom with social justice. To achieve this it is imperative to involve all the participants and sectors, and especially employers and workers. But the goal can be achieved only by the full shouldering of responsibility by all those of us who are dedicated to raising, in the heart of South America, a clamour of hope ringing with solidarity and freedom and which can only take flight if there is full compliance with the standards of democracy. This is the goal of the Paraguayan Government in all aspects of our national life, as well as, of course, in the field of industrial relations.

Original French: Mr. HAMDI *(Minister of Labour and Social Affairs, Algeria)* – The unanimous election of the President to chair the 80th Session of the International Labour Conference is a source of legitimate pride for the Algerian delegation, on behalf of which I extend to him our warmest fraternal congratulations.

The fraternal links which unite Algeria with the President's country, Egypt, the cradle of a civilization oriented towards progress and modern thought, are yet another source of satisfaction as we see the President leading our work here today. I am absolutely sure that thanks to his highly respected experience and skill the session will be given the necessary stimulus so that it can find the most appropriate way of tackling the various problems afflicting the world of labour today.

I also extend our congratulations to the other Officers of the Conference.

I am delighted also to see Mr. Michel Hansenne reconfirmed in his important post as Director-General of the International Labour Office, and I should like to take this opportunity to congratulate him and also thank him and his staff for the excellent quality of his Report, which this year covers the particularly sensitive issues of social security and social protection.

This important document will permit member States to appreciate how serious the situation is in a number of regions of the world, and also to see the magnitude of the efforts required in order to promote and improve the economic and social conditions which characterize the situation in almost all of our countries.

This session of the Conference is taking place in a context of radical changes. This confirms the importance of the ILO's technical cooperation activities in a world in full transformation.

The moment has been particularly well chosen therefore to discuss this issue. The establishment of priorities should be one basic theme of our Organization's work, so that it is able to offer member States services which meet their numerous and varied needs.

This subject, which is of the utmost pertinence, is one upon which the Algerian delegation will not fail to make its modest contribution.

The world situation, marked by a rapid development in the international division of labour, is imposing new forms of organization upon us, and also the redeployment of economic and commercial activities. Indeed, the changes that have taken place over the past few years in international relations have not always brought about positive transformations when it comes to promoting and developing our nations economically and socially. This in turn has repercussions upon employment.

The economic and social situation in the countries of the Third World which produce natural resources and raw materials demonstrates that the organization of and the rules applicable to international trade do not reflect a concern for a fair balance between the Third World and the industrialized countries.

We firmly believe that we have to rethink the restructuring of international trade and to reassert the value of raw materials and basic commodities in a new approach to cooperation – one of solidarity, based upon a global strategy for economic co-development.

Envisaging the future in terms of boosting the economy for some or restructuring it for others presupposes the existence of a valid economic base.

Many countries have made considerable efforts and sacrifices to import capital goods to create this economic base.

These operations were possible in a period when financial resources were sufficiently available.

However, for a decade now, a deterioration in financial and trade relations has brought about a drop or even a dramatic halt in economic development.

An immediate consequence has been that employment has suddenly been compromised by an absence of economic growth.

How therefore can we confront this new situation resulting from an unfavourable international environment, ever scarcer and less reliable resources, foreign debt which has grown out of proportion and an ever greater debt-servicing burden? This is the question we now face.

Algeria, for its part, has not been immune to these limitations, despite the fact that it has a number of assets. For example, the country has a diversified and expanding economic base, a well-trained young work force of supervisory staff, high production reserves, accessible energy resources and proven solvency.

On top of that there is an obvious will to implement a programme of action designed to protect and promote employment and to bring about greater solidarity among our citizens.

We are also relying upon greater solidarity at the international level so that North-South financial flows may give rise to positive effects, reversing the present paradox whereby the most affluent are financed by the most disadvantaged.

During the period of relative affluence that my country experienced, a great number of social benefits were of course made available to sections of the population with low incomes or without any income.

A system of social protection was established and a national solidarity system was administered centrally.

The social security system set up in my country covers workers in all spheres of activity, including agriculture.

As for social protection, it is extended as direct support for the most disadvantaged social categories and for people without incomes.

At the moment, structural adjustments which are necessary to ensure Algeria's presence upon the world scene presuppose other forms of income redistribution, it being understood that social security still plays a central role in Algeria.

An unemployment insurance fund will soon be established with the aim of limiting the effects of industrial redeployment, which has led to staff cutbacks and thousands of job losses.

Government action today has to deal on the one hand with enormous social needs and, on the other, with limited and unreliable available financial resources. We are endeavouring, together with all the social partners, to direct social assistance to those who need it most.

I should add that this need is sometimes only temporary, in particular for instance when it is a question of the unemployment benefit system.

But, whatever the case may be, one of the principles that should guide state intervention resides in the establishment of social justice and the protection thereof. Algeria's moral values and potential are permanent guarantees commensurate with the aspirations of its people.

Consequently, the main concern in my country is to improve economic performance and the competitiveness of the production apparatus to make it possible to establish social justice and democracy and to support the most vulnerable layers of the population.

Indeed, for nearly four years now, since 1989, the Algerian economy has been developing in a transitional phase towards a market economy. We would like this development to be pragmatic and realistic, unburdened by any ideological bent and based solely upon present realities.

But we face a situation of emergencies. Our response in the short term is to attempt to reduce the burden of foreign debt and to move towards a competitive market economy in an organized fashion, to overcome inflation and to increase the performance of our enterprises when it comes to producing goods and services.

Algeria intends to remain a reliable economic partner without forgoing mutually beneficial cooperation.

It believes that it can do this without any dogmatism but with a certain sense of realism, based upon its potential and its readiness to welcome anyone capable of contributing the appropriate resources ...

Original Spanish: The PRESIDENT (Mr. Bustos Huerta) – I must remind the speaker that he has exceeded the time-limit.

Original French: Mr. HAMDI – ... There are too many children suffering every day from poverty.

(Since the speaker's time was up, he was called to order by the President. He delivered the rest of his

speech after the interpretation system had been cut off.)

Original French: Mr. FRISO *(representative of the International Confederation of Free Trade Unions (ICFTU))* – First of all, I should like to congratulate the President on his election, I should also like to congratulate the Director-General for the Report he has presented to the Conference. This Report, despite its complex and technical nature, does have the merit of covering in a very accessible and pertinent way the most important challenge before the ILO today.

The ICFTU is delighted to see that the Director-General has very clearly recognized that solidarity is the indispensable foundation for any effective social insurance system, particularly when it comes to social protection. Without a collective commitment towards people who are sick or old, towards the unemployed and towards the most destitute members of society, our societies would simply abdicate their struggle for a society free of fear and need. This point, I think, should be highlighted, because the recent trend has too often been to promote individual responsibility and to denigrate collective responsibility.

The most unbearable forms of this trend have been the tendency to depict the beneficiaries of social protection as undeserving, and as a shameful burden upon the resources of workers – the insult of laziness and selfishness, added to the injury of unemployment. The solidarity I have in mind is based on the premise that social protection is a right, not an act of charity. Consequently the State must bear the major responsibility for basic universal social insurance and protection. This is a responsibility that it cannot evade or transfer to any private initiative without giving rise to a huge social cost.

The problems associated with the increasing share of national income devoted to social protection, in the industrialized world, at least, and the complementary role of private programmes, have a place in this debate. And here, just as elsewhere, the ILO has led the way with its work in establishing international labour standards. Convention No. 102 is the point of reference for all countries when it comes to respecting the minimum levels of protection. The fact that it is "underratified" does not, however, diminish its value. On the contrary, it provides a very striking illustration of the gap which still separates the industrialized world from the developing world.

We should therefore think twice before talking about the establishment of universal social protection systems, even in the most advanced economies: the homeless and the destitute in the streets of major cities, the emergence of the new poor and the resurgence of poverty even in the most affluent of countries, all bear painful witness to the perseverance and exacerbation of shortcomings in social protection.

However, the problems of developing countries are of a totally different order. According to the Director-General, these countries are 50 years behind the northern hemisphere when it comes to social protection. The combination of massive, absolute poverty and inadequate or inexistent social protection in the majority of countries in the southern hemisphere suggests that solidarity should apply between countries just as it should within countries.

One of the priorities therefore should be to allow the developing world to take a decisive step forward in terms of social protection just as a number of industrialized countries did in the years following the Second World War. Consequently, it is painful to see that, far from giving assistance, the contribution of the international community, and in particular that its financial bodies, has been to set up new obstacles on the path towards progress.

The programmes of structural adjustment have always brushed aside social protection considerations, and via the social cost imposed they have painted existing systems into a corner and left them helpless. In this situation, the ILO's role is very clear. There can be no controversy about it in this assembly. Its role is to establish social justice, to put the well-being of workers back at the heart of its agenda and of structural adjustment, and to ensure that other bodies act in the same way. This goes in particular for the countries of Central and Eastern Europe, where existing systems of social protection are now going through major changes in this transitional phase. New systems will have to be oriented towards the new phenomenon of massive unemployment, attributable to shortcomings in other aspects of social policy.

As was said by the Director-General, the importance of the direct role played by the State in the provision of social protection in such countries is all the greater. This debate is taking place at a moment of strategic importance for the ILO, and is consequently all the more important.

On the eve of its 75th anniversary, the Organization is now committing itself to reforming its own structures, and next year it will embark upon a process to rethink completely the guidelines for its activities through to the end of this century and beyond. In this context, the Director-General's Report recalls some of the fundamental facts in the ILO's life.

What is even more important is that this Report helps to focus attention upon what the ILO should be doing and what it should not be doing, and on the fact that its mandate is to channel the combined efforts of its tripartite components in the task of improving workers' conditions throughout the world. In this sense, the ILO is, and will always remain, an organization which serves workers. This vocation is very clearly spelled out in its Constitution and in the basic texts adopted in 1919 and 1944.

If the ICFTU supports a restructuring of the major activities of the ILO, it is because it wishes the Organization to pursue its historical mandate more faithfully, and not to move into new fields of activity which are incompatible with its terms of reference. To those who argue that the principles of the ILO Constitution and of the Declaration of Philadelphia must be subordinated to the present realities in the world of labour, the ILO must respond by asking whether those realities respect these principles. The ILO should therefore not take on the tasks which do not correspond to it. For instance it should not directly – and I stress "directly" – offer technical cooperation in the field of industrial development and enterprise development, above all because it does not have the financial resources or the technical capacity. It must, however, be in the forefront when it comes to tackling social and labour issues which can promote economic development. This is a distinction which the ILO must be able to make.

The challenge for the ILO is one of redefining the terms of reference which were bestowed upon it when it was founded. Its response should lead to resolute action to awaken the international community, which is mesmerized by the rhetoric and "magic" of the free market.

Original Spanish: Mr. BONMATI PORTILLO *(Workers' delegate, Spain)* – My first words will be to congratulate the President and the Vice-Presidents on their election and to wish that this 80th session of the International Labour Conference will take place satisfactorily to enable the ILO to fulfil its role in the vanguard of the defence of justice and social rights.

The Spanish Workers' delegation has examined carefully the Director-General's Report whose main subject, social protection, is a subject especially dear to our hearts, since we come from a country where the Welfare State has been barely half achieved and where future prospects are not very bright because of the evolution of the labour market and because of the intentions of some to improve the competitivity of our economy by cutting social contributions and reducing the scope of social security benefits.

The determination to cut public social security to the minimum and rely on the market to provide what is missing, as well as severely compromising distribution and economic growth, is unacceptable, at least in the European context where well-being has been based on collective solidarity and not on individualized assurance and benefits, with state intervention to redistribute income and provide essential services in a fair manner, rather than privatization which increases inequalities by providing benefits in accordance with the capacity of each individual to pay. Where neo-liberal policies have taken over, the result has been a negative redistribution to the detriment of the poorer sectors of the population. Today, at the threshold of the third millennium, images of poverty and marginalization to an increasing degree, and of people without homes and without work, are unacceptable.

In my country the trade unions have been the pioneers in calling for universalization of social benefits and improvement of these benefits to adapt them to social and family realities.

While we recognize that in the past few years social protection has been extended, we cannot but condemn the fact that this has been at the expense of the reduction of the degree of protection, whether through solidarity or through the payment of social contributions, which formerly partially financed the universal benefits. Despite this extension, levels of poverty have not fallen, as is shown by recent surveys and studies. Hundreds of thousands of our citizens today, particularly the unemployed, have no form of income even at subsistence level. Access to another essential, housing, has deteriorated considerably as a result of political speculation.

As concerns ILO instruments on social protection, there are a number of Conventions that my country has not ratified. I may mention in particular Convention No. 168 on Employment Promotion and Protection against Unemployment, Convention No. 128 on Invalidity, Old-Age and Survivors' Benefits, as well as Convention No. 102 on Social Security (Minimum Standards), where the Government has not ratified the parts relating to old-age and family allowances which are totally insufficient and residual in our welfare system. In his Report, the Director-General refers especially to participation by the social partners in the administration of social security. In this connection, we have to state that not only is our knowledge of the subject minimal and insignificant but, what is more serious, our opinions are rarely taken into account and a host of important decisions are taken without any attempt to consult us. Another vitally important factor is the lack of participation by workers and their representatives in the administration of industrial accidents and disease benefits which in our country are handled mostly by friendly societies run by employers' associations. This would be unacceptable in other European countries and we believe it runs counter to Article 72 of Convention No. 102, as we pointed out to the International Labour Office in our comments on the Report made by the Government of Spain on the application of Conventions and Recommendations to the present session of the Conference.

As I said at the beginning, the future of social security in Spain is quite closely bound up with developments in the labour market. In the past two years economic development in Spain has changed course, which has led to a sharp drop in employment. Despite decreasing the rate of activity, unemployment has today reached about 20 per cent. This high level of unemployment is accentuated by the extreme precariousness of the labour market.

Forty per cent of wage-earners in the private sector are temporary workers and 35 per cent do not even last for a year in the same job. This situation is brought about by a high turnover which reduces working conditions appreciably for the workers concerned, worsens the situation in the labour market as a whole, and makes unemployment more likely, last year led to a Government cut-back on unemployment benefit and is also jeopardizing entitlement to benefits in the future, since increasing precariousness is making it impossible to work long enough in one post to obtain entitlement to maximum benefits, the conditions for which were laid down when posts were more stable and vague. In this context, part-time contracts are being encouraged, which may increase the precariousness and even dislocation of the labour market.

In our country, despite the existence of such forms of contracts since 1980, part-time contracts have not been very widespread up to now. Part-time work only accounted for 4 per cent of workers. In addition such contracts have been heavily concentrated in seasonal activities like agriculture, hotels, personal, domestic and cleaning services, and 70 per cent of part-time workers are women which confirms the theory that a precarious labour market affects women in particular.

As concerns the duration of part-time contracts, during the past year 95 per cent were temporary and for every part-time contract of indefinite duration, there were 602 temporary contracts. Through this process, conditions of work are worsening and part-time workers are earning less and less. A number of studies have shown that part-time work is often an incentive to concealed or clandestine employment alongside lawful forms of employment.

Part-time work, which can be a means of increasing figures concerning the employed population and may meet the requirements of some sectors of the population, to operate properly and as a properly structured labour market needs decent conditions of work, full observance of the law supervision of the legality of the contracts by public authorities, and wage levels which are high enough to prevent marginalization of the worker. However in our country these conditions rarely exist.

Another matter before the Conference which the trade unions of my country cannot fail to mention is cooperation. In the context of far-reaching changes in the world and growing internationalization of the economy and regional integration, it is more necessary than ever to establish new models for cooperation which will enable us to narrow the gap separating rich countries from poor countries. This cooperation cannot take the form of charity which will only create more bonds of dependency but must be an effective means of helping less developed countries and regions to work out their own ways of development and eradicating poverty.

Lastly, I have to inform you that the trade unions are against the employers' proposals which would weaken the role of the ILO. Today, the theories of deregulation and blind faith in the market have led to greater poverty and inequality, as well as economic inefficiency, and in many countries, those who are defending the interest of the workers and the most needy, are still paying for it by being thrown into jail and sometimes with their lives. Finally, when peace is continually threatened by conflicts of various kinds which are nearly all the result of inequality between citizens or between countries, the role of the ILO has to be to strengthen the instruments which are its lifeblood.

(The Conference adjourned at 1.15 p.m.)

Ninth sitting

Monday, 7 June 1993, 3.15 p.m.

President: Mr. Abdel-Hak

Original Arabic: The PRESIDENT – I give the floor to the Clerk of the Conference for a communication.

COMMUNICATION TO THE CONFERENCE

The CLERK OF THE CONFERENCE – I should like to make an announcement on behalf of the Officers of the Conference. The Conference has before it a resolution submitted by the Finance Committee of Government Representatives (to be found in *Provisional Record* No. 4A) concerning the granting to Romania of permission to vote under paragraph 4 of article 13 of the Constitution.

Under paragraph 5 of Article 19 of the Standing Orders of the Conference, a record vote must be taken on this resolution.

As in a similar case last year, the Officers of the Conference were asked whether, in order to save time, it would be appropriate to suspend this requirement under the provisions of Article 76 of the Standing Orders.

Considering, on the one hand, that Romania lost its right to vote because of a slight delay in the payment of the outstanding balance of its current contributions, and that in these circumstances the restoration of its right to vote would seem to be non-controversial and, on the other hand, that the suspension of a record vote would simplify the functioning of the Conference, the Officers of the Conference concluded that such an action would meet the criteria laid down in Article 76 of the Standing Orders. They consequently unanimously recommend the Conference to suspend the application of paragraph 5 of Article 19 of the Standing Orders to this resolution and to adopt this resolution by consensus or, if there is a request to this effect, by a vote by a show of hands.

It is understood that steps will be taken to bring this recommendation to the attention of the Conference sufficiently in advance for it to be acted on, in accordance with Article 76, when the vote on the resolution is taken, and for appropriate announcements to be made.

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Hungarian: Mr. KISS *(Minister of Labour, Hungary)* – First of all let me congratulate the President on his election to chair the 80th Session of the International Labour Conference. I am quite certain that his presidency will greatly help this session of the Conference to complete its mission. Before I continue my statement I would also like to congratulate Mr. Hansenne on being re-elected as Director-General. I wish him well in his continued leadership of the ILO.

On behalf of the Government of Hungary, I would like to express my appreciation for the effective and pioneering work done by the International Labour Office, carried out under the leadership of the Director-General. I would also like to convey our Government's gratitude to the Director-General for his Report which deals with issues of great importance to us, and congratulate him on the high standards of the document. The theme discussed in the Report, *Social insurance and social protection*, is of historical importance and, at the same time, of vital relevance to us. I said historical since the social protection system, one of the most crucial aspects of social development in the twentieth century, has become an organic part, and, what is more, a benchmark of the democratic achievements of a country. Equally historical is the role that the International Labour Organization has played in this development process ever since its foundation.

The question of social protection is particularly important for Hungary, trudging forward on the road of economic restructuring. We are fully aware that through social protection and through strengthening the position of the workforce and of individuals, a higher level of social and political stability can be assured, which, in turn, is a necessary ingredient for economic recovery.

A painful contradiction of economic recession, however, is the increased need for social assistance, at the same time as resources for it are shrinking. Satisfying the dual requirement of social justice and economic efficiency under these conditions becomes next to impossible. On behalf of the Government of the Republic of Hungary which is pushing through revolutionary changes regarded inconceivable for decades, I would like to take this opportunity to express our commitment to preserving as well as improving upon our achievements on the social front, however difficult this may be.

The key to progress in this area is to improve democratic institutions. The elections concerning social security, held last month, were indeed a crucial event in this development process. Soon municipalities which deal with social security will be established following those elections which are testimony to the harmony between Hungary's historic past and the timeliness of social protection. Under this system, social insurance will once again cover those who pay their dues and are insured, following a pattern first commissioned in the early years of this century.

In Hungary, as in many other countries of our region, cushioning the inevitable employment-related effects of the economic crisis, and restructuring, are issues which are very much at the forefront of social protection. The Government has an immense responsibility with regard to managing an employment policy to protect the temporarily unemployed and to provide financial assistance as a last resort for people threatened by alienation detachment and social exclusion. That is why the recent phenomenon in our labour market, whereby the rise in unemployment has levelled off and the number of registered unemployed has fallen for the first time in the past few years is so important for us.

Unemployment currently stands at 13 per cent and, though we should not assume that it represents an about-turn of the trend, we are still convinced that this change reveals significant facts. First of all, it indicates that the Government's new mid-term policy is well-founded and realistic. One of our main aims is to encourage employment, to help people to find employment, to increase the number of unemployed people engaged in public works and to redeploy the long-term unemployed. It is also recognized that there is a close correlation between the level of unemployment and our ability to increase the skill level of our workforce through vocational training. We are making great efforts, therefore, to reform and promote our national vocational training system.

In resolving employment-related questions, both at local and national level, we rely more than ever before on the cooperation of local authorities and employers' and employees' organizations. It has taken us a very short time to bring our labour market institutions up to European standards, and this has helped us greatly in our work. Through legislation we are encouraging the social partners to promote the principles of tripartism to the best of their abilities and to set up a new type of institutional system based on collective bargaining and on statutory and administrative mechanisms. We firmly believe that tripartism is an indispensable element of political democracy and of the market economy, since a social consensus on the aims of economic policy can only be ensured through social dialogue among the partners.

Mr. President, I would like to draw attention to a number of aspects of Hungary's relations with the International Labour Organization. One is the affirmation and reinforcement of our commitment to ensuring that international labour standards are applied in every possible way and to achieving the noble objectives of the ILO. With this aim in mind, we attach a great deal of importance to our accession to the ILO Conventions. As part of this process we have ratified 12 such Conventions this year. I would also like to take this opportunity to express the gratitude of our Government for the invaluable contribution made by the International Labour Organization to the solution of our domestic labour problems during the transitional period. We greatly appreciate the high-level assistance received as part of the technical assistance projects established under a new ILO initiative. On the basis of this experience, we can confidently state that this policy of active partnership can only succeed. We feel particularly privileged in having the opportunity to play a pioneering role in the new partnership policy, since we have been chosen as the country whose capital city, Budapest, is to host the first multi-disciplinary team. It is our firm conviction that the formation of the first ILO multi-disciplinary team in central and eastern Europe will increase international recognition of the positive political and economic processes which are now under way in our region, and it gives greater impetus to the transition to a social market economy.

Conscious as we are of the value of our cooperation with the ILO team in Budapest, we are confident that the Hungarian Government will find exemplary solutions, especially in the area of social policy. To achieve these objectives, we would like to strengthen our close and valuable relationship with the ILO.

We have therefore submitted our candidature for deputy membership of the Governing Body. I believe our participation in the Governing Body will open a new chapter in the history of our relationship.

May I conclude by affirming once again the Republic of Hungary's commitment to the principles of the International Labour Organization and by wishing this Conference success in its work.

Mr. MOORE *(Government delegate, Bahamas)* – On behalf of the Bahamas delegation I congratulate the President on his election to this prestigious office. My delegation also wishes to congratulate the Vice-Presidents. We hope that they will provide the kind of leadership this great Conference needs at this point in its history.

Traditionally, these statements in plenary are in response to the Director-General's Report and provide a country's view of the issues and concerns raised by the Director-General. For reasons that I hope will become obvious, I want to make a slight departure from the traditional format and offer instead a brief explanation of my country's absence from ILO meetings since 1988, and to say what we intend to do in the future. This statement, then, is a reaffirmation of my country's belief in the principles upon which the ILO was founded and operates, and its intention to adhere to and be guided by those principles.

On 19 August 1992 the Bahamian people voted for change, and a new Government – in which I have the honour to serve as Minister of Labour, Human Resources and Training – and began its service to the Bahamian people. The new Government is presently assessing and reviewing its relations with all international bodies, including the International Labour Organization. Such a review would enable us to define our role in such bodies and thereby enhance our participation and involvement in them.

We particularly intend to develop a new approach towards the International Labour Organization, which will lead to a deepening and a strengthening of our relationship. The Bahamas has not been represented at International Labour Conference since 1988, for reasons which are known to many delegates here. The presence of my delegation at this 80th Session – a delegation chosen fully in accordance with the Constitution of the ILO – demonstrates our new commitment to the goals and the objectives of the ILO.

Unfortunately the role and functions of the ILO have not been given the attention they deserve and its activities have not been highly profiled in the Bahamas. It is my Ministry's intention to correct this through the establishment of an ILO desk in the Ministry of Labour, Human Resources and Training. We are presently reviewing and examining all ILO Conventions with a view to ratifying them. We expect to make considerable progress in this area by the time of the 81st Session of our Conference.

The Bahamas is attempting to diversify its service-oriented economy which is based on tourism, finance and banking. Consequently, we are seeking to attract more foreign investment. My Government will seek to ensure that sources of investment funds are from ILO member countries, and that the rights of workers and any economic activity generated by such fund are protected in accordance with ILO standards.

The public service of the Bahamas needs to be reformed in order to provide quicker and more efficient service to the Bahamian people. This is absolutely vital after 25 years of manipulation and political direction. A quality public service oriented to respond quickly to the needs and goals of the Bahamian people is the objective of my Government, and we believe that the ILO has tremendous expertise in this area and can be of enormous help to us. Therefore, we will be calling upon the ILO to provide us with the technical assistance and the expertise to assist us to bring about a new, highly motivated and efficient public service in the Bahamas.

Similarly, the Bahamas needs to encourage small business enterprise development in order to expand job creation and provide employment for our many unemployed young people. Again, we know that the ILO has developed tremendous areas of expertise in this field and we shall be calling upon it to provide us with the technical assistance and experienced personnel in order for us to develop sensible strategies and programmes to meet our real and perceived needs.

The Bahamas recently participated in the Twelfth Meeting of the Standing Committee of Ministers Responsible for Labour in the Caribbean Community. At this meeting several issues, including harmonization of all Caribbean labour laws, were discussed. It was decided to draft a set of principles of industrial relations and a model labour code for the Caribbean region based on accepted ILO principles and standards. The Bahamas has agreed to host the Thirteenth Meeting of the Standing Committee in 1995 and as the incoming chairman of this Standing Committee I shall be seeking the assistance of ILO in this effort.

The Bahamas is committed to tripartite consultation and bodies, and to implementing certain procedures which ensure effective consultation between representatives of the government, employers and their organization, workers and their organization. My Government is committed to the removal of the adversarial approach to industrial relations and to fostering an approach based on mutual interest, respect and consultation. To this end we will encourage the creation of conditions which are favourable to both employers and workers to engage in continuous and sustained dialogue. In return, we shall expect increased productivity, quality service, employment generation and a more harmonious relationship between employers, workers and the Government.

Before I conclude, I would like to take this opportunity to congratulate the Director-General on his very comprehensive Report on social insurance and social protection, and on the activities of the ILO. We in the Bahamas are pleased at the continued expansion of our social security scheme. Initially, many persons, particularly those in the informal sector, were reluctant to join the scheme. The massive promotion programme aimed at bringing all workers into the scheme is under way, and it is proving beneficial.

The provision of universal health care was also high on our Government's agenda: a national task force has studied the problem and made recommendations. These recommendations are now being studied with a view to their eventual implementation.

I express my gratitude for the opportunity to make this brief statement on behalf of my delegation. I trust that this session of the Conference will be another in a long line of successful and important ILO meetings. May God bless these proceedings.

Original Arabic: Mr. MOUBARAK *(Minister of Labour and Social Affairs, Iraq)* – In the name of God, the Merciful, the Compassionate. On behalf of the delegation of the Republic of Iraq, I have pleasure in presenting you with my warmest compliments and in congratulating the President and Vice-Presidents on their election. Their experience and competence auger well for the smooth progress of this session's proceedings, culminating in decisions and results that will further the aims and principles of the ILO.

I have the honour of conveying the best wishes from Mesopotamia of President Saddam Hussein and of the Government and people of Iraq for the success of this Conference and the adoption of resolutions that further the work of the Organization and strengthen and reaffirm international labour standards.

This session of the Conference is being held at a time of imbalance in international affairs, with the scales tilted in favour of some countries at the expense of others. The gap has widened between the aims and principles on which international charters and other instruments are based, and which lay the foundations of international legitimacy, and the implementation of aims and principles under what is called a new world order. We now have ample evidence in the international arena of attempts to interfere in and control the internal affairs of other countries, particularly in the Third World, countries that have always sought to express themselves in complete freedom and to make the choices that will enable them to enjoy security and stability and the fruits of development and progress on an equal footing with other countries.

Attempting to hide behind attractive and sparkling slogans about human rights and international legitimacy in order to justify these supremist aspirations cannot fool anybody since the facts have shown how bereft of credibility are these claims. It has become clear to everybody that the selective approach and the application of double standards has become the norm in international relations. The countries pursuing these supremist policies have used their entire arsenal and technical potential, including depleted uranium bombs, against my country on the pretext of implementing Security Council resolutions approved by Iraq. But the same countries make no attempt to implement Security Council resolutions relating to Palestine and the other occupied Arab territories.

The human rights that are spoken about in such high-sounding terms by these countries were shamelessly violated during the iniquitous aggression against Iraq in early 1991. These violations were repeated in January of this year in the form of air raids and missile attacks on civilian targets and residential areas that claimed the lives of children, women and old people. Mosques, churches, shelters and hospitals and schools were not spared either.

It would seem that insistence on continuing the embargo ...

Original Arabic: The PRESIDENT. – Distinguished Minister of Labour of Iraq, may we request you to concentrate on the Director-General's Report and on the Report of the Governing Body.

Original Arabic: Mr. MOUBARAK – The situation has led to the death of more than a quarter of a million citizens in spite of Iraq's compliance with the resolutions of the Security Council. The question of social insurance and social protection chosen by the Director-General as the subject of his Report to this session of the Conference is one of the most important matters before the Conference because it has a direct bearing on the lives of millions of people in both the developed and developing countries. Social protection is limited in many countries to taxpayers whereas social and economic progress and the enforcement of human rights call for the extension of such protection to other citizens and for state coverage of such expenditure, since social security constitutes an advanced stage in the social protection of the members of society.

The extension of social insurance and achievement of comprehensive security calls for the involvement of the social partners and the provision of financial and technical assistance through plans and programmes aimed at achieving economic and social progress. The support of the ILO is essential for countries seeking to establish such plans and programmes.

My country's experience in this field has taken the form of social protection for workers on the basis of the 1971 Pension and Social Security Act, which covers the following areas: health care, compensation for industrial accidents, pensions and social services. As far as health care is concerned, we provide workers with medical care, sick leave and other benefits. Women are entitled to the same benefits, together with maternity leave before and after confinement. They continue to be renumerated for a period of up to nine months.

As far as industrial accidents are concerned, the victims are given free health care and treatment. There is a special invalidity retirement programme and in the event of a fatal accident, the victim's family is compensated. Under the retirement scheme, a worker is entitled to benefit on reaching the requisite age, which after his death, is paid to his family. If he has a fatal accident at work, members of his family entitled to do so, receive an allowance.

In accordance with the Act on social protection adopted in 1980 members of the population on a low income receive benefits from the State and are given a monthly income which helps them to lead a dignified existence.

The agenda of this session of the Conference includes other interesting subjects this year, including how to organize and improve conditions of employment. With regard to the prevention of major industrial accidents we support the adoption of international instruments and we hope that a degree of flexibility might be taken into account when drawing up these instruments so that different countries can ratify and apply them.

As far as part-time work is concerned, we would reassert the importance of this subject and the importance of adopting international standards in order to be able to grant the necessary social protection to workers in this category and the role of the ILO in technical cooperation with member countries should be stepped up since such cooperation undoubtedly contributes to improving labour skills and social and economic well-being and increasing production. We would like to mention here the reduction of ILO cooperation with my country since 1991, since some projects have been frozen without any valid reasons, and we hope that the ILO will resume these projects and strengthen its support for labour in Iraq now that our workers are faced with a number of difficulties resulting from the unjust economic embargo imposed on us.

The items on the agenda of this session include action taken on the Declaration concerning Action against Apartheid in South Africa. We fully support the just struggle of the people and workers of South Africa and reaffirm the need to maintain the total embargo so that the racist Government is forced to take account of the needs and rights of this people.

In conclusion, I should like to congratulate those countries which have just joined the ILO and we are sure that they will participate through their tripartite membership in strengthening the work of this Organization.

Original Portuguese: Mr. BARELLI *(Minister of Labour, Brazil)* – First of all I would like to congratulate the Minister of Labour of Egypt on his election to the presidency of this session. I would also like to congratulate the Director-General of the ILO on his recent re-election. I wish to take advantage of this opportunity to highlight the technical cooperation which the Ministry of Labour is receiving through the ILO on such sensitive and important questions such as child labour, through the IPEC programme, forced labour and other matters. We are convinced that this cooperation will strengthen the work of the Ministry of Labour in different areas.

As regards social security, I do not propose to speak at length here today. However, I would like it to be noted that a few weeks ago, my colleague, the Minister of Social Security, was present in the ILO at a seminar which was organized on the problems of social security, and he referred to a number of useful elements of analysis which are being applied in Brazil at present.

The presence of Brazil at this session of the Conference, which marks the 75 years of existence of the ILO, is rather different in nature. The present Government is the result of a process of constitutional change, sanctioned by the presence of people in the streets and in the squares calling for a return to ethics in politics. This is not a demand made only in Brazil. Movements of a similar kind calling for governments with a greater sense of responsibility are emerging throughout the world. It is a good thing that the ethical spirit should be the symbol of our times. This means ethics not only in politics but in economics and all areas of society.

What is the role of the Ministry of Labour in these new and exciting times?

In Brazil, the achievements of the workers are very much along the lines of those of workers in other countries, within the process of industrialization. In 1943, exactly 50 years ago, a whole set of laws was consolidated, which incorporated a chapter on trade union organizations of a corporativist character which, with minor changes, is still valid today. Although recognizing the importance of individual labour contacts, this legislation provides little support and protection today for workers, particularly since it often takes years for rulings to be made in the Labour Courts. Because of this lack of efficiency, the Government, the workers and the employers would all like to improve the system.

The Ministry of Labour, within this framework, very often regulated matters in a very repressive manner.

Today the role of the Ministry of Labour is necessarily a different one. Its main objective now is to try to increase the participation and involvement of citizens in government actions.

In a situation in which economic adjustments have been achieved through recession and wage cuts, it is for the Ministry of Labour to be present in the decision-making process and to ensure that the solutions arrived at do not always result in a reduction of jobs and cuts in wages. To ensure the representation of the workers and their interests in the political decision-making forums is one of the objectives of the Ministry of Labour which grants special importance to the role to be played by citizens.

Moreover, it is for the Ministry of Labour to negotiate always and to promote negotiation by establishing the necessary dialogue between all the social partners. The results of such a policy soon became clear. Today, wage policies in both the private and public sector, as well as regards minimum wages, are based on negotiations of this kind, so that not only have real wages ceased to fall in this inflationary period but clear-cut rules have been established which give both workers and the employers the necessary tranquillity to enter into labour contracts and agreements. The six months since the economic tide changed in Brazil bringing about a growth of the economy are the clearest indicator of the pertinence of the Government's policy which is lifting the country out of recession and, through improved conditions of pay, we are now heading towards development. These are the guide-lines of the plan of the Government of President Itamar Franco.

It is with great satisfaction that I can announce the creation of the National Labour Council which held its first meeting on 27 May this year in the presence of confederations of employers, representatives of the workers and other representatives of society. This Council, a tripartite body in line with ILO principles, will be responsible for the shaping of labour policy, including its legal aspects and future plans, within a framework in which participation and negotiation are the bases for citizenship in the labour world.

But of course it is necessary to go beyond the earlier system of labour relations and achieve a truly democratic system of labour relations.

Several international labour Conventions attribute great importance to collective bargaining. During the periods of military government, these Conventions were defended by the trade union representatives and by professional workers in the labour sphere in an attempt to overcome the many restrictions imposed on democracy and democratic principles in the labour world. Today, these Conventions act as a compass, a guiding star, a guiding light for employers, workers and the Government in the new debate and discussion on the construction and development of a new system, a system of democratic labour relations.

We are now in the midst of this process. In December 1992 I had the pleasure of receiving from the principal partners of the Ministry of Labour their suggestions and comments on this system. Since then, various discussions have taken place to ensure that the changes which have been made are truly the best possible options for the development of our legal instrumentation.

In a country with the territorial size of Brazil, with the differences that exist from the natural majesty of the Amazonian region to areas of absolute poverty and other regions which are highly industrialized, the problems faced by the Ministry of Labour are indeed not simple ones.

As we prepare this democratic system of labour relations, we also have to deal with the problem of the exploitation of workers in the agricultural border areas.

There, where access is difficult, the action of the Government is made even more difficult, particularly as regards inspection activities, when police forces often have to be called in in order to deal with reactions which quite frequently include the use of violence.

We have already expressed our vehement rejection of any forms of forced labour and even in distant areas of the country, the Government has been carrying out substantial measures to demonstrate our presence, to bring justice to those who are exploited, to defend the principles of the International Labour Organization and to put a stop to unbridled impunity.

At the same time, we are placing our confidence in the action of our citizens in the search for solutions to the problems of modernity and backwardness. The National Council of Labour, with its tripartite structure, is now entrusted with creating a current of public opinion to put an end to illegal and inhuman practices. The Government can only apply the law. But the Government along with society can create the necessary awareness to ensure the respect of the right of citizens and workers.

The democratic system of labour relations which we are introducing in Brazil reflects the movement towards ethics in politics – ethics which should always be present in the labour relationship.

The employers of Brazil, through their organizations, are actively involved in creating this new ethical form of politics and in addition to paying great attention to the basic rights of the workers, are constructing solid and participative enterprises which reflect the current nature of relations between capital and labour. Brazilian workers, through their trade unions and organizations, understand that democracy, with its transparent system of negotiations, serves to establish free relationships which respect the differences between people.

In conclusion, we are initiating a great dialogue with the future. Democracy, participation, citizenship are not mere exercises in rhetoric but practices which bring us closer together and create rights and duties which entail responsibilities. Through them we are preparing a world for this and the coming generations. Fortunate are those who came and saw that a commitment to ethics can move peoples. Fortunate too are we who can create such a time.

Original Turkish: Mr. MOGULTAY *(Minister of Labour and Social Security, Turkey)* – At the outset I would like to congratulate the President and the Vice-Presidents upon their election and express my confidence that under their able guidance the 80th session of the International Labour Conference will fulfil its functions in the best possible manner. I would also like to congratulate the Director-General for his re-election to his post and convey my thanks for the excellent Report he has prepared for the Conference.

In Part I of the Director-General's Report, on *Social insurance and social protection*, developments in member countries, the ILO's role in this context and possible options for the solution of problems are discussed in a commendably competent and thorough manner. I think one of the most important messages based on sound observations and contained in this part of the Report is as follows: the establishment and development of the social security system of a country is to a large extent linked to the existence of a stable economy, a democratic and political structure based on human rights and widely organized well-managed social security institutions.

I fully share this point of view. I would like, however, to underline the fact that there is another prerequisite for the social security of the population which is even more important than the ones I have just enumerated. That prerequisite is the effective protection of the right of a person to life. We have all been watching with utmost concern the apathy shown towards the continuation of the ethnic cleansing policies in Bosnia-Herzegovina, situated in the middle of Europe which has never failed to demonstrate public sensitivity for human rights issues all over the world. I urge governments and international organizations to take more active effective measures to stop these unacceptable policies perpetrated against the Moslem population of Bosnia-Herzegovina.

Furthermore, I wish to draw your attention to the mass migration of populations as a result of new political evolutions and regional clashes, which bring about significant employment and social security problems, among others, as has been happening in Central Asia, the Caucasus and Eastern Europe.

Over 2 million Turkish nationals presently live in Europe. These Turkish nationals are there at the invitation and with the permission of their host countries. Many of them belong to second and even third generations. It is unacceptable to heart and mind that these Turkish nationals should now be subjected to racist attacks, killing, wounding and burning to death in the very countries where they have lived, produced, earned and consumed for so many years. I would like to hope that, in a world where human rights issues are so lavishly highlighted, such shameful tragedies will not be repeated. As long as this problem continues to be treated with such lack of vigour, however, I am afraid prospects for peace and tranquility cannot be very bright.

I would also like to draw the attention of the Conference to the tendency to relegate to the sidelines the importance of social rights resulting from the economic difficulties which are being experienced on a global scale. Indeed, economic difficulties should not be overcome at the cost of restricting social rights. In my view, as is also underlined in the Preamble to the Constitution of the ILO, economic development should be achieved with social justice. To this end, the ILO must step up its efforts to protect this principle through international norms and technical cooperation.

Our Government has taken concrete steps in the labour field in line with the principle that economic development should not be pursued without due regard to its social component.

Since joining the ILO in 1932, Turkey has signed 29 Conventions. During the short span of time that our Government has been in office, we have ratified six new Conventions, four of them basic. In addition to Conventions Nos. 59, 87, 135, 142, 144 and 151, the draft Bill on the ratification of Convention No. 158 will be debated soon in Parliament. Work is also under way to adapt our internal legislation to these Conventions. Multidisciplinary commissions in which social partners participate are instrumental in this work.

Legislation on the trade union rights of public employees is almost finalized, as stipulated in the Government's programme, and will soon be presented to the social partners for their consideration.

Draft Bills for the revision of some restrictive provisions contained in the Labour Act, Trade Unions Act and the Collective Bargaining, Strikes and Lockouts Act are also being taken up in the commissions, with a view to making necessary amendments in line with ILO norms.

The Confederation of Revolutionary Workers' Trade Unions, more generally known as the DISK, has been reactivated and problems concerning the return of their properties to this Confederation have been settled.

Labour management relations are in the process of being restructured, in line with recent developments and needs. Labour inspection has gained priority in this process. I am confident that the productive cooperation we have initiated with the ILO will continue to foster these efforts to restructure and reorganize labour inspection along ILO principles. As a member country we are also prepared to share responsibility in the work which will be carried out in our region.

I would like to underline that all our action in the field of labour is based on participation, conciliation and democratization. We are seeking to make universal standards prevail in labour relations. It is only natural that we need the good-willed support and conciliatory attitude of the social partners so that universal standards can take root.

I would now like to inform you briefly about our growing and expanding social security institutions. In our country there are three main social security institutions which cover government employees, wage-earners and the self-employed. Although these institutions possessed sufficient infrastructural and personnel capabilities, I must admit that, when we came to power in November 1991 we found the social security institutions of the wage-earners and the self-employed to be suffering some shortcomings, as described in the Director-General's Report. As the principle of transparency required, the first thing we did, therefore, was to make public the situation of these institutions. Then we took certain reform measures, starting with the most urgent ones, for which we received the support of the public and in particular the workers' and employers' organizations. Once the legislative process is completed, these institutions will gain healthier management capacities in the short run. Our final aim is to promote unity of standards in these social security institutions.

With a view to establishing unemployment insurance, which does not yet exist in Turkey, the Labour Council was convened and a draft law was submitted for the consideration of the social partners. Moreover, in order to contribute to the equitable distribution of national income, our Government aims at the participation of the State in the financing of social security. In our view, this is a condition of principle in the welfare State.

Today, Turkey has the knowledge, experience, trained manpower and rapidly developing institutions and organizations which are essential for the successful implementation of ILO principles, Conventions and Recommendations, not only in the field of social security but in every branch of social policy. With these assets Turkey is prepared to do its share, in cooperation with the ILO, to make available the experience it has acquired to benefit the other countries of its region. In this context, Turkey has already embarked upon activities of cooperation with the newly independent Republics of Central Asia and the countries of the Caucasus region. To this end, a Conference was organized in Ankara on 30-31 May 1993, in cooperation with the ILO, on *Labour administration and tripartite participation* and *Employment policies*, with the participation of Ministers of Labour and Social Security from Azerbaijan, Kazakhstan, Tadjikistan, Turkmenistan, Kyrgyzystan and Uzbekistan. I wish to thank the ILO and the participating countries for the valuable contributions they made to this Conference.

In this respect, I would like to express our conviction that the aspirations and the efforts of these countries to integrate with the rest of the world deserve stronger and more effective support. The ILO has a guiding function in the efforts for integration and to develop minimum labour standards. In view of our common language and cultural values as well as our geographical proximity to these countries, we are prepared to assume responsibility for facilitating the conveyance of Geneva principles to Central Asia via Turkey.

Before concluding my remarks, I wish to commend the ILO for the role it plays in spreading respect for human rights and freedoms, in establishing democracy, in achieving social justice and in fighting poverty. I reaffirm our commitment to support the activities of the ILO in this direction.

I hope that the ILO, which will be celebrating its 75th anniversary next year, will continue to introduce new policies for the improvement of working and living conditions in a changing world. I also look forward to everyone's contribution to and support for this objective.

I also wish a successful conclusion to the 80th Session of the International Labour Conference and warmly welcome the new Members to the Organization.

Original Spanish: Mr. CORTAZAR SANZ *(Minister for Labour and Social Welfare, Chile)* – In addition to congratulating the President on his election to the chair of this session of the International Labour Conference, I would also like to refer to the Report of the Director-General on social security and social protection.

The Director-General recalls in his Report a whole series of objectives of social security. With regard to a large number of these objectives, Chile already has relatively advanced institutions, especially if one considers its level of development. In the past few years we have perfected a number of these institutions but there are still a number of challenges to be met.

There is, for example, the case of old-age pensions. On the one hand, I should like to underline that there exists practically total coverage for wage-earners. The new system is based on the capitalization of contributions and administration by private entities or bodies, but within a strict framework of state regulation. This guarantees minimum pensions to those who have paid at least 20 years of contributions. In addition, some 300,000 special assistance pensions are paid out to those who have not fulfilled these requirements but are elderly and in serious need of help. In the past three years the Government has developed a series of initiatives to improve the system of old-age pensions. Among these, I wish to mention one which allows trade union organizations to appoint administrators for mutual assistance funds, creating in this way new possibilities for participation by the trade unions in the welfare system.

We have also improved transparency as regards costs and benefits and increased by 50 per cent the number of institutions administering these funds, thus increasing competition within the system. Operational management has improved, shortening waiting periods for receipt of benefits, and there is now a legal initiative before Parliament which will make it possible to tackle the problem of the late payment of contributions. Congress is also currently considering a draft law which will widen the scope of alternative forms of investment for mutual assistance funds, set new limits for instruments and issuers and regulate possible conflicts of interest. All these changes will lead to better pensions for people with coverage.

To cover the risk of industrial accidents or occupational illnesses, Chile has for some 25 years now had legislation which includes advanced preventive and curative mechanisms. A few weeks ago we put before Parliament a Bill to improve these types of benefits for workers in the public sector.

As regards maternity care, Chilean legislation affords protection to working mothers and calls for paid benefits for six weeks prior to and 12 weeks after birth. Congress is now considering a bill which aims at ensuring that the amount of the allowance paid more correctly reflects the amount of remuneration received by women immediately prior to taking maternity leave.

As regards family allowances paid by the State, it should be emphasized that for those workers who receive less than $250 per month, there has been an increase of benefits over the past three years of 60 per cent in real terms.

There are many challenges in the field of social security still to be faced. Today we are working towards trying to establish institutions which are more effective as regards protection of the unemployed.

Much of the progress to which we have just referred stems from social agreements in which the most representative trade union organizations of the country participated. For example, the improvements in family allowances are the result of a draft bill which emanated from the national tripartite agreements signed every year by the Government and the main trade union and employers' organizations. Never before in Chile has there been a national agreement of this kind. In May of this year we signed this agreement for the fourth time successively.

As a step on the path towards greater participation, last year we ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). After several sessions of this body we agreed that it was appropriate to ratify a set of ILO Conventions, and I am happy to inform you that in the coming few days a proposal will be introduced before Parliament for the ratification of a series of Conventions concerning various aspects of social security.

The new emphasis which the democratic Government places on social participation is part of a more profound change which is linked to a new concept of the relationship between the market, the state and social institutions. In many of our countries in Latin America, for several decades from the Depression of the 1930s to the economic crisis at the beginning of the 1970s there was a vision of labour policy which, as the Director-General underlines in his Report to the Regional American Conference, was based on the pre-eminent role and position of the state. The State was considered as taking "precedence over the market, while in most cases the social partners, though they did participate, did so only under state supervision".

Many of our countries have moved from that vision of things to another – to a neo-liberal view which seeks to reduce the State's and social institutions' role as much as possible, postulating a pre-eminence of the market in all areas and in no way counterbalancing nature's laws.

Many of our countries are today redefining the role to be played by the market, by the State and by social institutions, and with this new vision there is now a greater role for trade union organizations and other social organizations.

This search for solutions more appropriate to the new realities has also affected social security institutions. While reaffirming the traditional objectives of social security, we must develop a critical capacity as regards those instruments which are most effective in achieving these objectives. In particular, this is true as we now see the difficult situation in which the social security institutions of many countries have found themselves after operating effectively for the better part of this century. In the light of these changes, we believe it would be appropriate to consider reformulating some of the Conventions and Recommendations of the ILO with a view to their being more relevant to meeting the realities of the present and the future.

It is only by remaining open to change that we shall be able to find the answers which our peoples and which the international community are calling for. The challenge is to serve the traditional goals, that is to say development, equality and participation, to try to find the most appropriate protection for workers and their families in need, breaking with the prejudices of the past which will not prove useful in constructing this new emerging future.

Mr. TSUJINO *(Employers' delegate, Japan)*. First of all, I would like to offer my sincere congratulations to the President on his election to this esteemed position.

My statement today concerns social security measures, which are the subject of Part I of the Director-General's Report, *Social insurance and social protection*, and I would like to give my views and describe the issues that Japan faces in this area. Although ideas and schemes regarding social welfare differ somewhat according to each country's stage of economic development, they share common aspects.

Social security systems were expanded from the mid-1950s to the early 1970s when economies were growing rapidly, and became an essential element of social policy. But the oil crisis, the worldwide economic problems, government deficits, rising unemployment and the ageing of the population are all having a negative effect on current and future social welfare. These factors, together with more extensive coverage and the increased benefits which were adopted during the years of economic growth, mean that the difficult issues of cutting costs and rationalizing the balance between benefits and contributions must now be addressed.

General social welfare benefits have been criticized for sapping the will to work and draining societies of their vitality, and many countries are now beginning to adopt a different view – that the future path of social welfare lies in encouraging individuals to help themselves and in restructuring social security schemes to support these efforts.

To meet the needs of an ageing society in the twenty-first century and to maintain the quality of benefits provided and improve national welfare, it will be necessary to review the roles played by the public and private sectors, and to use resources more effectively. Another important issue is how to deal with social changes: higher unemployment, more women in the workplace, and more single parents because of rising divorce rates. The new era of economies without frontiers, symbolized by the EEC's single market, is another shift necessitating a new social welfare system in tune with the times. Therefore, exchanges of information and experience in social welfare at the international level has become increasingly important.

I would now like to say a few words on the major issue facing Japan's social security system, and what is being done to reach a solution.

In Japan, the most pressing issue is rising social welfare expenses, especially pensions and health care expenses caused by the ageing of our population, and the higher tax and social security burden that this will necessitate. In 1975, the percentage of taxes and social security contributions in total national income was 26 per cent, of which 18 per cent related to taxes and 8 per cent to social security contributions. In 1992, this had risen to 38 per cent, 26 per cent for taxes and 12 per cent for social security contributions. By the time the population peaks in 2010, the total burden is expected to reach 47 per cent. The Government is examining various measures to keep this figure below 50 per cent, even when the ratio of older population is at its peak.

The issue most difficult to deal with is the increase in pension benefits and health care costs. Of social welfare outlays in 1989, pensions accounted for 51 per cent, health care 39 per cent and other expenditures 10 per cent. Measures which are being considered to slow the rise in expenditure include raising the pension eligibility age from 60 to 65, and expanding the range of care facilities for the elderly, to cut down on expensive hospital stays. Health care expenses for the elderly currently exceed 29 per cent of total expenditure in this area. Health care expenses for persons over 70 are five times those of younger people, and eight times greater when hospitalization is involved. The Japanese population is ageing at unprecedented speed: in 1970, 7 per cent of the population was over 65, and by 1995 this figure is expected to reach 14 per cent. The ratio of our elderly population will have doubled in only 25 years; in the case of France, this took 130 years, and in Sweden, 85 years. In 2007, Japan will be the first country in which 20 per cent of the population is elderly.

Consequently, the problem for us is that the speed at which our population is ageing gives us very little time to amend social welfare, effect changes in public attitudes and values and overhaul our social and economic systems. Thus, the Government's Tripartite Advisory Council on Social Security, in which management and labour participate, is seriously examining the issues.

The NIKKEIREN (Japan Federation of Employers' Associations) believes that the most important measure to deal with our ageing society is to encourage everyone to make their own preparations for old age, which means promoting the spirit of self-help and self-reliance. The more people depend on central or local governments, the greater the burden on taxpayers in the end. This would sap the vitality of our society.

It means that social attitudes must change and social systems be reorganized. Other measures should also be considered, for example, encouraging people to stay in good health from their younger years, developing and introducing nursing and care systems using sophisticated telecommunications networks and promoting volunteer activities.

Original Arabic: The PRESIDENT – I give the floor to Mr. Ouzir on a point of order.

Original French: Mr. OUZIR *(Government delegate, Algeria)* – I wish to comment on something which happened in our assembly this morning and which entailed a profound lack of respect for a delegate who was speaking in the general debate. I thank you for giving me the floor.

It is with great regret that I must express the sentiments of the Algerian delegation as regards the procedure used this morning between 12.45 and 12.55 p.m. when His Excellency the Minister of Labour of Algeria was making his speech in the general debate.

We all know – and the Algerian delegation as well as anyone – that the time available to speakers is limited to ten minutes. However, we noticed that the representative of Algeria did not have the benefit of the full ten minutes, and that his speech was interrupted in the eighth minute of his speech.

We all know the procedure used in the international organizations, and particularly in the ILO: the President has the power to interrupt speakers who exceed the time limit. However, we have never witnessed a situation such as that which took place this morning, when the speaker's microphone was irrevocably shut off, preventing him from reading his speech before the plenary, and preventing the interpreters from hearing him.

I request the ILO secretariat to examine the reactions of the interpreters in the various booths; I believe they will find that the interpreters themselves were astonished that the sound from the speaker's microphone had been cut off.

I know that we all have to ensure that time is not wasted, provided that all delegations are treated on an equal footing. We have heard certain delegations which have spoken, thus far, for 35 minutes, others for 17 minutes, others for 15 minutes, and so on.

The Algerian delegation expresses its profound indignation at this inadequate procedure, and the blatant lack of courtesy towards the representative of my country.

I request that a detailed inquiry be conducted into this situation, and that these remarks be included in the record of this sitting.

Original Arabic: The PRESIDENT – I thank the delegate of Algeria. I assure him that his point of order will be recorded in the record of this sitting. We shall ensure in future that any such lack of courtesy will be avoided.

(The Conference adjourned at 4.45 p.m.)

Credentials

First Report of the Credentials Committee

1. The Credentials Committee of the 80th Session of the Conference is composed of Mr. John Ausman, Government delegate, Canada, Chairman; Mr. Daniel Funes de Rioja, Employers' substitute delegate, Argentina; and Mr. Charles Gray, Workers' delegate, United States.

Composition of the Conference

2. Since the signing of the brief report made by the Chairman of the Governing Body of the International Labour Office (*Provisional Record* No. 6, p.6/20), a number of modifications have occurred in the composition of the Conference and two States (the Republic of Bosnia and Herzegovina and Kazakhstan) have been admitted to membership in the Organization.

3. The number of member States of the International Labour Organization represented at the Conference is at present 151. To date 13 member States (Armenia, the Republic of Bosnia and Herzegovina, Cambodia, Djibouti, Dominica, Fiji, Grenada, Saint Lucia, Sao Tome and Principe, Seychelles, Solomon Islands, Uzbekistan, Yugoslavia) have not sent a delegation.

4. Concerning the case mentioned in the brief report of the Chairman of the Governing Body of a country (Zaire) for which communications appointing delegates and advisers to the Conference had been received from different sources, the Committee took note that the legal adviser of the ILO had, after consulting its members, written to the Legal Counsel of the United Nations to obtain clarifications on this question in the light of precedents and in accordance with usual practice in such cases. The Committee will revert to this matter shortly.

Accredited delegates and advisers

5. The total number of accredited delegates is 570, comprising 286 Government delegates, 140 Employers' delegates and 144 Workers' delegates.

6. There are 1,447 accredited advisers, comprising 692 Government advisers, 336 Employers' advisers and 419 Workers' advisers.

7. The total number of accredited delegates and advisers is therefore 2,017.

8. With regard to the resolution concerning the participation of women in ILO meetings, adopted bythe Conference at its 67th Session in June 1981, the Credentials Committee wishes to inform the Conference that there are 51 women among the 570 delegates accredited to the Conference and 231 women among the 1,447 accredited advisers. The total number of women accredited to the Conference is therefore 282 as against 262 last year.

Registered delegates and advisers

9. Since the present session of the Conference has decided to continue the practice adopted at its 49th Session of fixing the quorum on the basis of the number of delegates registered, the Committee considers it desirable to advise the Conference as to the situation concerning the registration of delegates.

10. At this time the number of registered delegates is 461, comprising 239 Government delegates, 104 Employers' delegates and 118 Workers' delegates.

11. In addition, the number of registered advisers is 1,117, comprising 569 Government advisers, 218 Employers' advisers and 330 Workers' advisers.

Quorum

12. Forty-eight advisers, who are substitutes to delegates who have not registered, are taken into account in calculating the voting strength of the Conference.

13. Since 15[1] States represented at the Conference are in arrears in the payment of their financial contributions to the Organization, these States, under the terms of paragraph 4 of article 13 of the Constitution, may not at present participate in the voting in the Conference or in its committees. The 34 registered delegates designated by these States are hence not taken into consideration in fixing the quorum.

14. In addition, one registered Workers' delegate is not taken into account in the calculation of the quorum because of the provisions of article 4, paragraph 2, of the Constitution.

15. At the present time the quorum required to give a vote validity is 237.

16. The Committee notes that the quorum calculated on the basis of the number of accredited delegates would be 260. The difference between the quorum calculated on the basis of the number of del-

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[1] Comoros, Dominican Republic, Equatorial Guinea, Guatemala, Guinea, Guyana, Haiti, Iraq, Lao People's Democratic Republic, Lebanon, Liberia, Romania, Sierra Leone, Somalia, Yemen.

egates registered and that which could have been calculated on the basis of the number of accredited delegates is due to the fact that some accredited delegates have not yet registered. The Committee urgently appeals to delegates present at the Conference to register so that the quorum will be as nearly exact as possible and that their presence can be taken into account in its calculation. The Committee stresses, in this connection, the need for the registration of delegates and advisers to commence as early as possible on the Monday preceding the opening of the Conference to enable the delegates and advisers concerned to attend their respective pre-Conference group meetings.

Incomplete delegations

17. In his brief report, the Chairman of the Governing Body had noted that a certain number of delegations were so far incomplete. In this connection, the Permanent Mission of Ethiopia sent a note to the Committee informing it that the delegation of Ethiopia was incomplete due to the inability of the Government to cover the expenses of all delegates. To date, the delegations of six countries (Afghanistan, Ethiopia, Equatorial Guinea, Liberia, Somalia, the former Yugoslav Republic of Macedonia) are exclusively governmental. In addition, five countries (Albania, Haiti, Kazakhstan, Kyrgyzstan, Lao People's Democratic Republic) have not accredited an Employers' delegate and one country (Guatemala) has not accredited a Workers' delegate. The Committee wishes to affirm once again the necessity for governments to comply with the requirement of article 3 of the Constitution that a complete tripartite delegation be sent to the Conference. The Committee recalls that pursuant to a decision of the Governing Body, the Director-General each year requests the governments of all member States which did not send complete tripartite delegations to the Conference to indicate the reasons for their failure to do so, and that the information received in reply to that request is duly communicated to the Governing Body.

18. The Committee also notes that there is some imbalance between the number of advisers to the delegates of each group and also between the number of Employers' and Workers' advisers. It once again urges governments to take greater account, when nominating delegations, of the proportions in the composition of the Conference envisaged by paragraphs 1 and 2 of article 3 of the Constitution. The Committee further recalls the request contained in the resolution concerning the strengthening of tripartism in the overall activities of the International Labour Organization, adopted by the Conference in 1971, and expressed the hope that governments will accord equal treatment to each of the groups when appointing advisers to their country's delegation to the International Labour Conference. The Committee recalls in this connection the obligation of Members under article 13, paragraph 2(a), of the Constitution, to pay the travelling and subsistence expenses of their delegates and advisers and trusts that this obligation will be repected for the whole duration of the Conference.

Observers

19. Three observer delegations, mentioned in the brief report of the Chairman of the Governing Body of the International Labour Office, are attending the Conference.

Organizations and liberation movements invited

20. The Conference is also being attended by:

- representatives of the United Nations and some of its organs invited by virtue of Article II, paragraph (1) – relating to reciprocal representation of the Agreement between the United Nations and the International Labour Organization, which came into effect on 14 December 1946;
- representatives of specialized agencies and other official international organizations, invited in conformity with article 2, paragraph 3(b), of the Standing Orders of the Conference;
- representatives of non-governmental international organizations with which consultative relations have been established, invited in conformity with article 2, paragraph 3(j), of the Standing Orders of the Conference;
- representatives of other non-governmental international organizations also invited in conformity with article 2, paragraph 3(j), of the Standing Orders of the Conference;
- representatives of liberation movements invited in conformity with article 2, paragraph 3(k), of the Standing Orders of the Conference.

A list of these representatives is appended to the List of Delegations published as a Supplement to the *Provisional Record* of the Conference.

Objections[2]

21. To date, the Committee has before it a number of objections or communications concerning the credentials of certain delegates and advisers. It has forthwith commenced its examination. The Committee considers that its work would be facilitated if credentials reached the Office within the time limit provided for under Article 26, paragraph 1, of the Standing Orders and if all governments utilized the suggested form for credentials of delegates, enclosed with the letter of convocation and the Memorandum communicated to governments every year prior to the session of the Conference. It would be particularly helpful if governments would provide exact information on the employers' and workers' organizations consulted in nominating Employers' and Workers' delegates and advisers as well as on the organizations which have agreed to such nominations.

22. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 7 June 1993

(*Signed*) J. AUSMAN
Chairman

D. FUNES DE RIOJA

C. GRAY.

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[2] In accordance with the usual practice, the texts of the objections which the Credentials Committee has before it, together with the replies of the delegates concerned (in cases where the Credentials Committee has requested such replies), can be consulted in the office of the secretariat of the Credentials Committee.

LIST OF REGISTERED DELEGATES AND ADVISERS

Country	Government delegates	Government advisers	Employers delegates	Employers advisers	Workers delegates	Workers advisers
Afghanistan	2	5	-	-	-	-
Albania	-	-	-	-	1	-
Algeria	1	2	1	5	1	4
Angola	1	2	-	-	-	1
Antigua and Barbuda	1	-	1	-	1	-
Argentina	1	8	-	2	1	8
Armenia	-	-	-	-	-	-
Australia	2	6	1	3	1	3
Austria	1	7	1	1	-	3
Azerbaijan	2	3	1	2	1	-
Bahamas	2	-	1	-	1	-
Bahrain	1	8	1	-	1	2
Bangladesh	1	3	-	-	1	1
Barbados	-	-	1	-	1	-
Belarus	2	1	1	3	1	3
Belgium	1	6	1	2	-	5
Belize	2	1	1	-	1	-
Benin	-	-	-	-	-	-
Bolivia	2	2	-	1	-	-
The Rep. of Bosnia and Herzegovina	-	-	-	-	-	-
Botswana	1	2	1	-	1	-
Brazil	2	6	1	7	1	6
Bulgaria	1	3	1	-	1	6
Burkina Faso	2	2	1	-	1	2
Burundi	1	2	1	-	-	-
Cambodia	-	-	-	-	-	-
Cameroon	2	1	1	-	1	1
Canada	2	5	1	4	1	5
Cape Verde	-	-	-	-	-	-
Central African Republic	2	-	-	-	1	-
Chad	1	-	-	-	1	-
Chile	2	10	1	5	1	8
China	2	15	1	3	1	5
Colombia	2	7	1	1	1	3
Comoros	1	-	-	-	1	-
Congo	1	1	-	-	-	-
Costa Rica	2	3	1	-	1	1
Côte d'Ivoire	2	1	-	-	1	2
Croatia	1	1	-	-	1	-
Cuba	2	3	1	-	-	2
Cyprus	2	4	-	-	1	2
Czech Republic	1	8	1	4	1	3
Denmark	2	7	1	2	1*	6
Djibouti	-	-	-	-	-	-
Dominica	-	-	-	-	-	-
Dominican Republic	2	3	-	-	1	1
Ecuador	2	4	1	-	-	-
Egypt	2	10	1	2	-	2
El Salvador	2	-	1	-	1	-
Equatorial Guinea	2	-	-	-	-	-
Estonia	1	-	-	-	1	-
Ethiopia	2	-	-	-	-	-
Fiji	-	-	-	-	-	-
Finland	2	4	1	4	1	5
France	2	6	1	8	1	8
Gabon	1	4	1	1	1	3
Germany	2	11	1	4	1	7
Ghana	2	2	1	5	-	2
Greece	2	5	-	3	-	8
Grenada	-	-	-	-	-	-
Guatemala	2	2	-	-	-	-
Guinea	-	-	-	-	1	-
Guinea-Bissau	-	-	-	-	-	-
Guyana	-	-	-	-	-	-
Haiti	2	1	-	-	-	-
Honduras	2	2	1	-	1	-
Hungary	2	7	1	4	1	6
Iceland	2	3	-	1	-	1
India	1	6	1	5	1	5
Indonesia	2	15	1	5	1	6
Iran, Islamic Republic of	2	11	1	1	1	7
Iraq	2	2	1	-	1	1
Ireland	-	4	-	-	-	1
Israel	1	3	1	-	1	6
Italy	2	6	1	6	1	6
Jamaica	2	2	1	-	-	-
Japan	2	15	-	6	1	7
Jordan	2	4	1	1	1	2
Kazakhstan	1	-	-	-	-	-
Kenya	1	2	1	1	1	-
Korea, Republic of	2	12	1	5	1	6
Kuwait	2	9	1	2	1	2
Kyrgyzstan	2	-	-	-	-	-
Lao People's Dem. Rep.	-	-	-	-	-	-
Latvia	1	-	1	-	1	-
Lebanon	2	-	-	2	1	1
Lesotho	2	1	1	-	1	-
Liberia	-	-	-	-	-	-
Libyan Arab Jamahiriya	-	1	-	-	-	2
Lithuania	2	-	-	-	-	-
Luxembourg	2	2	1	2	1	4
Madagascar	1	1	1	1	1	-
Malawi	1	1	1	1	1	-
Malaysia	2	8	1	2	1	3
Mali	2	2	1	1	1	1
Malta	2	-	1	1	1	1
Mauritania	2	1	1	-	1	-
Mauritius	2	2	1	-	1	1
Mexico	2	1	-	2	1	6
Republic of Moldova	1	-	1	1	1	-
Mongolia	2	1	1	2	1	1
Morocco	2	4	-	2	1	6
Mozambique	2	2	1	-	1	-
Myanmar	2	9	1	-	1	-
Namibia	2	2	-	2	1	1
Nepal	2	1	1	-	1	-
Netherlands	2	10	1	5	1	4
New Zealand	2	3	1	1	1	1
Nicaragua	2	3	1	-	1	1
Niger	2	1	-	-	1	1
Nigeria	1	6	-	4	-	1
Norway	2	4	1	2	1	4
Pakistan	2	1	1	1	1	-
Panama	2	2	1	-	1	-
Papua New Guinea	2	3	1	-	1	-
Paraguay	-	-	-	-	1	1
Peru	2	8	1	-	1	-
Philippines	2	16	1	4	1	4
Poland	1	5	1	1	1	3
Portugal	2	8	1	4	1	8
Qatar	2	4	1	-	1	-
Romania	1	3	1	5	1	4
Russian Federation	1	5	1	-	1	4
Rwanda	2	-	-	-	1	-
Saint Lucia	-	-	-	-	-	-
San Marino	2	1	1	-	1	2
Sao Tome and Principe	-	-	-	-	-	-
Saudi Arabia	2	3	1	-	1	1
Senegal	2	5	-	-	1	6
Seychelles	-	-	-	-	-	-
Sierra Leone	2	-	1	-	1	-
Slovakia	1	2	1	3	1	5
Singapore	1	3	1	-	1	3
Slovenia	1	1	-	1	-	1
Solomon Islands	-	-	-	-	-	-
Somalia	2	-	-	-	-	-
Spain	1	9	1	6	1	8
Sri Lanka	2	3	1	-	1	4
Sudan	2	8	1	1	1	3
Suriname	2	-	1	-	1	-
Swaziland	2	3	1	-	1	-
Sweden	2	6	1	3	1	5
Switzerland	2	10	1	5	1	6
Syrian Arab Republic	2	8	1	2	1	2
Tanzania, United Republic of	-	8	1	2	1	-
Thailand	1	7	1	3	1	4
The former Yugos. Rep. of Macedonia	-	-	-	-	-	-
Togo	2	1	1	-	1	1
Trinidad and Tobago	2	4	1	1	1	-
Tunisia	2	6	1	2	1	7
Turkey	2	16	1	8	1	8
Uganda	2	1	1	1	1	-
Ukraine	2	4	1	-	1	1
United Arab Emirates	2	4	1	-	1	1
United Kingdom	2	12	1	7	1	7
United States	2	15	1	6	1	8
Uruguay	2	3	1	1	1	1
Uzbekistan	-	-	-	-	-	-
Venezuela	2	2	1	5	1	7
Viet Nam	2	2	1	-	1	1
Yemen	2	4	-	2	1	1
Yugoslavia	-	-	-	-	-	-
Zaire	-	-	-	-	-	-
Zambia	2	1	1	2	1	-
Zimbabwe	2	6	1	2	1	-
Total:	239	569	104	218	118	330

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No. 10 – Wednesday, 9 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Tenth sitting

Tuesday, 8 June 1993, 10 a.m.

President: Mr. Abdel-Hak

FOURTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original Arabic: The PRESIDENT – In the name of God, the Merciful, the Compassionate! We will embark on this morning's agenda with the fourth report of the Selection Committee which appears in Provisional Record No. 5C. If you have no objections, I shall take it that this report of the Selection Committee is adopted.

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Arabic: The PRESIDENT – The second item on this morning's agenda is the discussion of the Reports of the Governing Body and the Director-General.

Mr. KANERVA *(Minister of Labour, Finland)* – Allow me first of all to present my congratulations to the President and Vice-Presidents of the Conference on their election. I wish them every success in their high offices.

In his excellent Report, the Director-General deals with the important subject of social security systems, their coverage, development and maintenance. This subject is of equal importance to the industrialized countries, the developing countries and countries in transition.

As the Director-General states, the presence of a reasonable social safety net for all individuals and households enlarges and strengthens the labour force of a country, adds to its capacity to promote growth and to accept change, and underpins a greater degree of political and social stability. The right to social security is one of the basic rights of the individual and a part of human well-being. Its development all over the world strikingly illustrates the need for and usefulness of cooperation between governments and the social partners.

Yet a combination of events can lead to a reappraisal of the social security system. A new order of priorities may have to be set under unprecedented economic constraints. Finland faces such challenges probably more acutely than any other industrialized country and I believe that our experience is of interest to this audience.

The economic growth of Finland has been rapid during practically the whole period since the Second World War. The incomes of its citizens have increased almost every year. It has thus been possible to achieve substantial improvements in the social security and public welfare services without placing any growth-preventing burdens on the private sector.

The Finnish social security system reflects the ideals of the Nordic welfare State. All residents of Finland are entitled to minimum protection, so-called basic security, in the event of unemployment, sickness, disability, old age or childbirth. In addition to this basic security, members of the working population receive earnings-related benefits. These basic and earnings-related benefits were developed into a relatively comprehensive system in the years of particularly strong economic growth in the 1980s. A few years ago, however, the economic growth turned into a recession.

Government tax revenue has decreased and it has been necessary to increase foreign borrowing. Retrenchment of the public economy has been necessary, part of it being focused on social security.

When adjusting the level of social security, we in Finland have not forgotten that basic security is necessary for human dignity and should always be ensured in accordance with the spirit of the conventions on social rights of the United Nations, the ILO and the Council of Europe.

Despite the recession and the need for readjustment of social security, Finland has no intention of abandoning the ideal of the Nordic Welfare State. Finland will also continue to adhere to the international conventions on social rights. We are even going to improve the social protection necessary for a worthwhile existence. A revision of the provisions concerning the fundamental rights of individuals as defined in the Constitution will soon be submitted to Parliament. This revision would provide the necessary income security in all circumstances.

The target of full employment will be defined in accordance with the principles of the ILO. This does not mean that everyone will be guaranteed a job, but it sets the targets for employment policy. The reform of fundamental rights outlined by the Government will also guarantee freedom of association, occupational safety, and equality between men and women in working life in accordance with ILO principles.

It is important that social provisions and labour market incentives reinforce one another. It is particularly important to avoid circumstances in which social policies reduce the flexibility needed for viable labour markets. Labour market policies and social policies will increasingly be linked together in order to encourage labour force participation and thereby ensure that incomes remain sufficient.

Most social expenditure is financed by social security contributions paid by employers, workers and the State: in Finland these contributions raise the wage paid by more than one-third. By increasing labour costs, these contributions may reduce employment. Accordingly, it is important to investigate the scope for switching the financing of social expenditures away from arrangements based on payroll size to other modes of payment which may have a less unfavourable impact on employment.

I do not wish to conclude without expressing my country's satisfaction at the election of Mr. Hansenne to steer the ILO for another five years. The prevailing changes will probably run even deeper than what we have experienced hitherto. Aims, courses of action and structures are increasingly being questioned. Finland trusts that the Director-General will help adapt the ILO while safeguarding the Organization's sound tripartite basis and its role as a standard-bearer in the most essential field of human activity.

Original Arabic: Mr. LOUDGHIRI *(Minister of Employment, Handicrafts and Social Affairs, Morocco)* – In the name of God, The Merciful, The Compassionate! Allow me on my own behalf and on behalf of the Moroccan delegation to congratulate the President on his election. I am sure that his great wisdom will help us to achieve favourable results at this Conference for the world of work.

I should like to take this opportunity to congratulate Mr. Hansenne on his re-election to the office of Director-General of the ILO. I am certain that he will make every effort, drawing on his long experience and highly developed skills, to guide our Organization forward so that it fulfils the aims laid down in its Constitution.

In the first part of his Report the Director-General dealt with a very important subject: social insurance and social protection. The choice of this topic shows the importance that the Director-General attaches to the aims for which our Organization was established and his determination to fulfil the tasks assigned to it.

In the present-day world, with its great diversity of economic and political systems, social insurance is an effective tool for achieving social justice and reflects a form of solidarity on the part of society. It is also a way of expressing appreciation of workers' participation in production by guaranteeing them an income that enables them to meet their most basic needs in the event of unemployment due to old age, sickness, disability, industrial accidents or occupational illness.

In view of the important role of social security, a number of countries have reviewed their social security policies, sometimes developing them or changing them radically. These initiatives have been taken in the light of a number of factors: the deteriorating world economic situation in recent years, the adverse impact of structural adjustment policies in some countries and the ineffectiveness of the methods hitherto used to set up and administer social security institutions in many countries.

Social security is generally considered as an important achievement on which there should be no backpedalling. We must also remain true to the principles on which social security is based, in particular, solidarity. Furthermore, practical steps must be taken to make social protection systems in member States more effective.

We therefore agree with the Director-General when he says that the ILO's contribution in this area must focus on the following points: (a) reform of social security programmes and adaptation to structural adjustment policies; (b) development of the structures of the bodies responsible for administering social security; (c) establishment of a second financial basis for social security systems; (d) extension of social security to categories that are not covered at present. We consider that these aims can only be achieved if the ILO steps up its action in the area of technical cooperation on behalf of all countries standing in need of such assistance.

While we are discussing the topic of social security, I would like to give a brief outline of my country's policy in this area. It is natural that we have attached great importance to social insurance from the earliest years of independence given the positive effects of such insurance on the material conditions and morale of the workers. Thanks to the solidarity shown by the social partners, the social insurance system was established gradually and nowadays provides most of the benefits in the commercial and industrial sectors, the professions and the crafts sector.

In response to royal directives, we have also drafted revised legislation relating to industrial diseases and accidents in order to ensure that workers receive adequate benefits while stressing the need to prevent accidents and rehabilitate victims. A few months ago, we also adopted a draft decree which extends social insurance to workers in the crafts sector.

Bearing in mind the importance of the social security system for the total social protection of workers, our country is concentrating its efforts on the following areas: reform of the national social security fund and the extension and improvement of benefits; restructuring the national social security fund with a view to improving its administrative and financial operations, and reform of its communications system; finding realistic solutions for the Fund's health-care system, with a view to enhancing the finances and operation of medical bodies associated with it.

Our agenda in this Session of the Conference includes a number of subjects of vital importance, such as the prevention of major industrial accidents and part-time work. As regards the first subject, my Government made its views clear during the previous Conference. We hope this year the Conference will adopt a Convention and a Recommendation promoting measures to protect both workers and the environment. As regards part-time work, I would like to point out that this system of work can benefit enterprises and workers because it helps to create employment and to combat the effects of unemployment, while enabling workers to reconcile family responsibilities with the responsibilities of gainful employment. At the same time, it can create certain difficulties with regard to conditions of employment, working conditions and social protection. For this reason, we hope that the Conference during this Session will formulate a draft Convention and a draft Recommendation to encourage part-time work and create the necessary social protection for part-time workers.

Before concluding, I would like to again extend my congratulations to the Director-General of the ILO and to thank you, Mr. President, and to wish this Conference every success in its work.

May peace be with you and the mercy of God be upon you.

Original Spanish: Mr. GUZMAN MATTA *(Employers' delegate, Chile)* – On behalf of the Employers' delegation of Chile, I wish to express the greetings of the employers of our country to all the delegates attending this 80th Session of the International Labour Conference, and especially to the President, Mr. Abdel-Hak, and the other Officers for the lofty responsibility they have assumed.

As representative of the Chilean employers, I must point out that our participation in this assembly is of great interest to us. Indeed, in his Report the Director-General referred to the development of social security and social protection systems among the member States and the task which the ILO can play in order to contribute to the efficiency of such systems. This is of singular importance to ensure that men and women can live in dignity once their working life has come to an end.

Today, the pension schemes of Latin America and of countries throughout the world are suffering the consequences of a serious crisis. Various countries, including Peru, Argentina, Bolivia, Columbia, Venezuela and others, are attempting to find long-term solutions to this through radical reforms.

When assessing the problems, all agree that this crisis is due to structural causes and not to question isolated cases of mismanagement. On the contrary, it is the bureaucratic organization of existing pension systems, the lack of incentives to achieve efficiency in administration and to stimulate the individual participation of beneficiaries, and the inefficient pay-as-you-go systems of funding which have caused the failure of pensions systems throughout Latin America and the world in general.

In this context, and given Chile's experience in this field, I must refer to the report submitted by the Director-General to the 13th Conference of American States Members of the ILO, held in Caracas in 1992, and to an article published by two officials of this Organization, Messrs. Colin Gillion and Alejandro Bonilla, in the *International Labour Review*.

Both publications contain an inaccurate and misleading assessment of the Chilean system which does nothing to further the debate on the necessary reforms of pension schemes required elsewhere. Furthermore, I feel that these publications represent a particularly grave problem since the name of the ILO has been used to the detriment of countries which are seeking ideas and support to carry out the changes they need.

The reform of Chile's social security system, carried out 12 years ago, has served as a reference for Latin American countries which are trying to reform their own social security systems. Thus, it is essential to understand correctly the characteristics of the Chilean system, the causes which led to the reform and the conditions in which the reform has succeeded. But neither the report I have just mentioned, nor the work of Messrs. Gillion and Bonilla contributes to such understanding in any way, because of omissions, mistakes and their obvious lack of objectivity.

This type of analysis could lead one to think that the ILO administration is fostering the maintenance of social systems which are now obsolete, and creating obstacles to the creation of new and efficient solutions to the problems facing social security today.

This is not the place to describe the errors and omissions in the documents to which I have referred, but as a mere example, I want to point to the failure to examine the serious shortcomings of the former system; the erroneous reference to the present system's incomplete coverage; and the incorrect statement to the effect that the pension funds in Chile have not helped to develop the Country's capital market.

The former pay-as-you-go system was characterized by insufficient coverage, owing to the number of existing systems. It was also regressive and discriminatory because it favoured the stronger interest groups. Lastly, it was not viable from a financing standpoint, because of the unfavourable trend in the contributor/beneficiary ratio.

However, rather than enumerating the shortcomings of the old system, let me take this opportunity to emphasize some of the positive aspects of the reform carried out in Chile.

Generally speaking, we have set up a system of social security which finances old-age pensions through a statutory, fully funded system based on individual contributions. Benefits depend on the balances of personal accounts. Flat-rate disability, and survivors' benefits are financed through insurance.

It is worth noting that the administration of this system has been turned over to private companies, which compete on the basis of service and rates of return. At the same time, the worker is free to join whatever plan he prefers for reasons of confidence, security and profitability.

Participation in the scheme is voluntary for workers who were covered by the former scheme and for self-employed workers, but it is compulsory for new wage-earners joining the labour force.

From another point of view it is important to refer specifically to three operational aspects of the system, concerning which the report of the Director-General and the work of Messrs. Gillion and Bonilla have a particularly slanted view, namely, the alleged lack of solidarity, the potential inefficiency of administration, and the low expected benefit levels.

As for solidarity, the new pension system has two efficient mechanisms to ensure solidarity. On the one hand, the State guarantees a basic pension; this is the most effective way to protect the poorest, in other words, those most in need of solidarity; thus, public expenditure is not wasted on financing pensions of workers who have better incomes and do not need that support.

On the other hand, the disability and survivors' benefits pensions are financed through collective insurance obtained by each administering entity, thus providing for these risks and enhancing solidarity.

In referring to the efficiency of the administration of the system, I think I should also recall that this objective, in any company or institution, cannot be achieved by mere administrative decrees; in the end, it depends on suitable incentives.

It is for this reason that the Chilean social security system has been endowed with the strongest incentive for efficiency, in other words, competition. The possibility of setting up pension fund administration is open to any competitor, including organized workers; there are no barriers to this, contrary to what was suggested by the report of the Director-General. Today there are 19 administrators of pension funds.

six of which have started up during the past few months.

I should also point out that the private administration of the system does not in any way mean that the State has given up its monitoring role. On the contrary, the activities of the administrators are governed by a legislative framework that can always be perfected, which provides for suitable means of reducing risks and conflicts of interest, and avoiding that funds are used for other purposes than pensions (a frequent problem of traditional pay-as-you-go systems).

Finally, as regards benefits, privately managed individual retirement accounts have the capacity to return more than pay-as-you-go schemes, for the latter are limited by the growing deterioration of contributor/beneficiary ratio and the increasing difficulty of active generations to bear the brunt of the pensions requirements. On the other hand, the profitability of personal funds invested on a long-term basis, including instruments with fixed or variable rates of return and suitable diversifications can fund the pensions of the contributing workers.

I hope that these remarks, which coincide fully with those made yesterday by the President of the Republic of Argentina, Mr. Menem, will lead to a better understanding of the Chilean system which, beyond the shadow of a doubt, has proved a successful response to the crisis of social security throughout the world and in our country. At the same time, I hope that these comments will help to reorient the contribution which this Organization must continue to make to the improvement of the labour and social security legislation in the world.

Finally, let me express our gratitude to the International Organization of Employers for the support given to the Chilean employers, and to the Director-General for enabling us to express our legitimate viewpoint on this very important issue.

Original Chinese: Mr. LI *(Minister of Labour, China)* – First of all please allow me to express my warm congratulations to the President on his election. I would also like to congratulate the two Vice-Presidents on their election. I am convinced that their talents and experience will lead this session of the Conference to a successful conclusion.

In many countries of the world today, slow economic growth has led to increasingly serious problems of unemployment and poverty. In order to alleviate the social consequences of high unemployment and deprivation and to safeguard the personal interests of working people, countries are seeking ways and means to establish and improve a social security system. This has become a major issue of widespread concern in the field of labour at the international level. The Report of the Director-General takes *Social insurance and social protection* as the theme of this session of the Conference. This, I believe, conforms with the needs and desire of the member States.

China is currently intensifying its economic structural reform. We are actively seeking to establish a socialist market economy and, in line with such an economic structure, a social security system with Chinese characteristics. China's social security system was established at the beginning of the 1950s and developed into an all-embracing system. By the end of 1992, about 210 million workers and their families around the country had benefited from this system to varying degrees. In 1992, the total insurance and welfare expenditure in the country was 131 billion yuan. In recent years, we have carried out a series of reforms to improve the social insurance system and have had remarkable results. Firstly, we have established an old-age insurance system with basic old-age insurance supplemented by enterprise insurance. Basic old-age insurance is compulsory according to State legislation and is financed jointly by the State enterprise and the individual. At present, enterprises in China have established old-age insurance funds at the county, city or provincial level for the purpose of mutual assistance and have, following pay rises for the workers, introduced a system whereby workers contribute part of their wage to old-age insurance. In addition, supplementary old-age insurance is offered by some enterprises out of their own resources. Furthermore, after learning from the experience of other countries we are now trying to reform the calculation and distribution methods of old-age pensions to bring more tangible benefits to the workers. Secondly, unemployment insurance has been introduced in State-owned enterprises, and a number of centres for retraining and practical self-help have been set up. Thirdly, attempts have been made to reform medical insurance and insurance against occupational injury to broaden the scope of such insurance systems so that workers in State-owned and other enterprises may all enjoy equal rights to insurance. Fourthly, old-age insurance for farmers has been started in the rural areas on a trial basis. Fifthly, administrative bodies for social security and unemployment insurance have been started nationwide with the responsibility of collecting, distributing and managing insurance funds. Now, after summarizing the experience of the trial reform projects, we are working on a new set of regulations on old-age insurance for urban workers and on insurance against occupational injury.

The objective of China's reform of its social security system is gradually to build up by the end of the century a multi-tiered social security system, the cost of which will be shared by the State, units and employees and under which the level of benefits will be linked to employees' income. In the meantime, a unified social security management system will be established. Our task is to strengthen legislation for social security by putting emphasis on the reform of old-age pension and unemployment benefits, further the reform of occupational injury and medical insurance, and improve the level of socialized management so as to create a favourable environment for enterprises to transform the way in which they operate.

In short, the structure and benefits level of China's social security system will be compatible with the level of its economic and social development, and closely tied to the development of its productive forces and human resources. The active social security policy pursued in China is both flexible and able to underwrite various risks by providing real guarantees. The reform of urban employees' old-age pension system should be integrated with that of the labour and wage system. In determining the retirement age, labour resources, the employment situation and the inherent difficulties of a job should be taken into consideration. The level of old-age pension should be commensurate with wages. In rural areas, farmers' old-age pension fund will be raised on a voluntary basis from farmers' payments and collective subsidies. The old-age pension system will take many forms and will, in light of the urbanization of the countryside gradually move in line with the old-age pension system in urban areas. Unemployment insurance shall not be aimed only at relief. It should be closely linked with promotion of employment. Registration for jobs should go hand in hand with job creation and retraining with a view to increasing labour mobility and promoting re-employment. Occupational injury insurance should be linked with occupational safety and health, the prevention of occupational injuries, medical treatment and rehabilitation so as to ensure a decent life for injured workers and should provide proper compensation for injury on the one hand and encourage the enterprises concerned to ensure the safety of production methods and equipment on the other. Medical insurance reform consists of the gradual establishment of medical insurance management and of a mechanism whereby medical costs will be shared by all parties concerned, basic medical treatment will be provided, medical and health resources will be used rationally and the irrational growth of medical costs will be brought under control. Such a system combining social security policy with labour policies is of great significance for ensuring an effective social security system, especially for a system which is undergoing reform and development as in China.

We believe that it is worthwhile describing and analysing the conditions in the countries of the world. But what is more important and of greater value is action – a concrete programme of action that will bring about practical results for the vast number of developing countries. It is our belief that the International Labour Organization should adopt a more positive attitude towards social security, and further intensify activities in that field. For this purpose, we would like to put forward the following proposals:

- The International Labour Organization should, on the basis of the Director-General's Report, work out a practical and feasible programme of action that is targeted at the most pressing questions facing developing countries and which will benefit the people of these countries.
- It should provide developing countries with technical assistance, intensified training and consultancy in social security matters and provide more financial resources which could be used to assess or compute insurance funds and help increase the management efficiency of insurance institutions.
- Thirdly, it should strengthen dialogue with international organizations, such as the World Bank and the United Nations Development Programme with a view to seeking more funds for social security.

The Chinese Government is ready to work together with other developing countries to strengthen cooperation and an exchange of information on our experiences and then to share this knowledge with the International Labour Organization.

Original French: Mr. NGUYEN VAN TU *(Workers' delegate, Viet Nam)* – On behalf of the workers and the trade unions of Viet Nam I wish to address our warmest greetings to all the delegates present here and to all the workers they represent. I would like to express my warmest congratulations to the President on his election and also to the Director-General for his re-election. I hope that, thanks to the President's leadership, our Conference will be very successful.

Our delegation has followed very carefully and with great attention the Report of the Director-General, as well as the interventions of the delegates in the plenaries and the discussion in the committees. We commend the contents of the Director-General's Report which gives us a global picture of the urgent problems that preoccupy us.

As you know, at the present time Vietnamese workers and their trade unions are actively preparing for our Seventh National Congress in new circumstances which have determining significance for the future development of our country. Starting from a restrictive economy and moving towards a market economy, a number of serious problems faced us at the beginning. We needed to adapt to the State's new open policy and we have already obtained excellent initial results in various political and economic areas. We are trying to satisfy progressively the needs of the workers and to acquire an accumulation for exports. The policy of investment incentives in Viet Nam has brought us new friends who respect the principles of joint investments, greater equality and mutual benefits, thus contributing to job creation.

Article 10 of the Constitution of the Socialist Republic of Viet Nam, adopted by our General Assembly in 1991 has clearly defined the role and the function of trade union organizations. Our purpose is and continues to be that of defending the legitimate interests of the workers and creating conditions of wellbeing by working hand in hand with the State in the drafting of labour laws, in creating employment policies, and in overseeing social affairs. Employment, life, democracy and social equality: these are our prime objectives. The eradication of hunger and the relief of poverty are also our aim, and we have already obtained encouraging results in this area.

However, in our new circumstances of a market economy, we must resolve a great number of serious problems: for instance, establishing a minimum wage for workers, particularly for those who work in enterprises run by foreign investors, setting up social insurance schemes and schemes for paid leave. The reports and discussions of the various Conference committees are extremely necessary and useful to us.

In the new situation of a market economy, we lack experience to carry out trade union activities. We therefore appreciate the experience of the ILO. We hope to receive programmes and projects focused directly on Viet Nam's workers through the trade union organization – for instance, projects for job creation, for vocational training, job protection, social insurance – and we would especially like to participate in the training programmes organized by the ILO on these issues. We appreciate the initiative taken to organize a seminar which the Regional ILO Office intends to carry out with the Vietnamese trade union organization at the end of this year, and we are ready to cooperate with you to organize this seminar and to make it a success.

Having spent so many years fighting hard for national independence and freedom, the Vietnamese people has no more ardent aspiration than to live in peace and to rebuild its country. With our motto "Viet Nam wants to be friends with all countries", we express our desire to develop solidarity, friendship and cooperation with all the countries of the world, particularly with the countries of our region and our neighbours. From the rostrum of this Conference, I would like to confirm this wish.

May our Conference be successful.

Mr. FALBR *(Workers' delegate, Czech Republic)* – Let me express our sincere congratulations to Mr. Abdel-Hak on his election to the significant and responsible post of President of the 80th Session of the International Labour Conference, and also permit me to wish him every success. This is the first time in ILO history that this distinguished assembly has been addressed on behalf of Czech trade unionists. At the last session of the Conference we spoke about the possible division of Czechoslovakia, which became reality by the end of 1992. In spite of this we, together with our Slovak colleagues, have decided to maintain the Czech and Slovak Confederation of Trade Unions in existence so as to have a platform to try together to solve the first negative impacts brought about by the division of our common State. Of course, our performance and effectiveness working together is limited by the gradually emerging differences in the economic, political and social development of our two States.

We have studied with great attention the Report of the Director-General dealing with problems of social security and social protection. We highly appreciate this Report and we consider the subject itself very significant. After all, in a broader context it is one of the key issues of our activity as protectors of the justified interests of workers. As far as the situation in our country is concerned, we see that the transformation will take longer than expected. The social impacts are harder. Two hundred thousand families in our country live on incomes at minimum subsistence level. The standard of living of many is dropping. It is true that the macroeconomic indicators of our reform show the success of the transformation, as unemployment and inflation are low. However, the decline of production is a threat, our national economy is in recession, and the privatization process is not creating new managerial skills quickly enough. This is why we do not consider the coupon privatization policy as much of a success as it is said to be.

The recent legislative process in our country raises many questions. Irrespective of the professed democratization process, we have witnessed attempts to restrict collective bargaining and so to limit the basic rights of trade unionists.

In connection with the expected increase in unemployment, we have warned the Government about the critical situation which will exist in some regions. We are of the opinion that during the transformation period the role of the State must be larger than our Government is willing to admit.

We consider the existence of the Tripartite Council of Economic and Social Accord as definitely positive. It helps to maintain social dialogue, which is so urgently needed during the transformation process. The importance of achieving social consensus has been stressed by the ILO Director-General, Mr. Hansenne, in his Report. We fully understand that when creating new systems of social security the Government faces a number of problems connected with the whole economic situation and economic growth, the lack of financial means and qualified and efficient administration.

However, it should be stressed again that regular negotiations and consultations with the social partners, making use of the tripartite mechanisms and giving their due to all aspects of the social dimension are necessary to find solutions to all problems and avert social injustice, poverty and misery among some vulnerable groups of workers. This is why we consider the strengthening of tripartism one of the main tasks of the trade unions in the Czech Republic. We consider it to be a basic element for the success of the transformation processes. We feel it is a significant contribution to the building of democracy in our country. The greatest danger for democracy is the polarization between the extremely rich and the extremely poor. A democracy which cannot compensate for its inherent tendency towards polarization is doomed.

I would like to express our profound appreciation for the assistance which we receive from the International Labour Office especially from its workers' bureau and Workers' Education Branch and from other European international organizations and institutions, namely through their promotion of the social dimension and aspects of the present reforms. It is quite clear that the assistance of these democratic organizations and institutions may to a large extent facilitate the path of our country as it integrates into Europe while consistently preserving the rights of men and women, democracy and social equality. In the future we would, however, welcome further active coordination, especially by the ILO, through mutual dialogue and cooperation with the OECD, international financial institutions, international and European employers' organizations and perhaps also with governments. This would be a significant contribution to stabilizing the complex complicated situation in the countries of Central and Eastern Europe, where there is a threat of a number of serious social conflicts and where the complicated process leading to democracy will continue for a long time to come.

In this context I would also like to express my satisfaction that the decision was taken to place on the agenda of this session of the Conference the issue of further improving the technical cooperation of the ILO. We believe that the International Labour Office will continue to assist us in the sphere of trade union education, social security, working conditions, the labour market, labour standards and other topics, in which it is among the top authorities of its long experience and profound knowledge. We also highly appreciate the ILO's support in pursuing the ratification of some important international Conventions which have not yet been ratified by our Government.

Finally, I would like to express our full solidarity with the struggle of trade unions and workers of all countries in Europe, Asia, Africa and America who are fighting as we are for democracy, human rights and trade union rights. We certainly feel ourselves an integral part of the world community, the development of which we measure inter alia by the dignity of the lives of men and women on this beautiful planet, on all the continents and regions represented here today.

Mr. POPESCU *(Minister of Labour and Social Welfare, Romania)* – I have the honour, Mr. President, to address to you on behalf of the delegation of

Romania and on my own behalf my sincere congratulations on your election as President of the 80th Session of the International Labour Conference and I wish you every success in the fulfilment of your mandate. I would also like to congratulate Mr. Michel Hansenne on his re-election as Director-General of the ILO.

This session of Conference is taking place at a time of political and economic upheaval and, in some regions, military confrontation, and all of these events have major repercussions on the social side of our life.

We should therefore join forces to identify ways and means of overcoming the difficulties and improving the living and working conditions of large categories of the world's population.

It was with great satisfaction that I learned from the Director-General's Report of the decision by the International Labour Organization to gear all its activities to the rapid changes now taking placed to embark resolutely on the path of reform in keeping with political, economic and social developments, and to widen the scope of its activities for involvement of and cooperation between the social partners.

The three priority goals put forward by the Organization, namely the promotion of democracy, the fight against poverty and of social security, define the ILO's role in promoting respect for human rights and social justice.

We are equally appreciative of the ILO's willingness to grant specialized assistance to Members of the Organization, through greater efficiency, under the constraints of a zero growth budget.

At the same time, I would like to draw attention to another topic discussed in the Director-General's Report, namely that of the ILO's role in increasing the effectiveness of the social protection systems of member States.

To promote the transition from an excessively centralized system, which until 1989 prevailed in every field of activity in Romania, to a market economy, further steps will have to be taken in our country to develop a genuine labour market.

To this end, the liberalization of labour costs has been regarded as an integral component of a free labour market and statutory mechanisms have been created to establish wages through direct bargaining between employers and workers' representatives. As a result of this, labour unions this year concluded national collective agreements with employers' representatives, this process being carried out at sector, group and enterprise level. Steps had previously been taken to consolidate the organizations of the two social partners and set up a democratic tripartite structure within which the Government assumed the role of mediator.

The collective bargaining and tripartite system now function more effectively in Romania, a fact which is becoming clear from the consultative meetings and the talks which take place whenever important issues arise in the field of labour affairs and social security. I should mention in this context the negotiations and tripartite consultations which took place in early May this year. On that occasion, agreement was reached inter alia on a national gross minimum wage and ways of ensuring that it is paid, an institutional framework to promote good relations between labour organizations, employers and government, the establishment of a family budget to ensure decent living standards, an income tax system, and other topics.

We are concerned at the sharp rise in unemployment, which at present amounts to about 9.5 per cent of the active population and includes a high proportion of young people and women, which is a cause of particular concern. In Romania, as elsewhere, the impact of the policy of economic reform and the decrease in labour productivity has had a detrimental effect on the national employment programme, incomes, and on social security programmes in general.

The determination of the Government to act in the short term to reduce unemployment will entail, first and foremost, greater efforts in the field of education and training, especially for young people and women, as well as in retraining the unemployed in the light of the demands of the labour market and the necessity of creating new jobs. Accordingly, the Government will be adopting measures to promote the development of private property and the creation of small and medium-sized businesses, and will encourage public investment, as well as private investments of domestic and foreign capital. It will in addition promote a proper fiscal and credit policy to benefit entrepreneurs and will accelerate the process of land distribution and the creation of small farms.

The Government's programme, the aim of which is to relaunch Romanian industry and ensure a national correlation between the funds held by enterprises on the one hand, and production and labour productivity on the other, naturally pays particular attention to social security; it aims to coordinate the efforts of all the social partners in the field of employment, to compensate for the social costs entailed by the liberalization of the labour market, to facilitate a more detailed study of the material and social condition of the populace, especially of the most disadvantaged categories, to fight poverty, and to overhaul the social insurance system.

On the basis of the consultations and of the different aspects of labour affairs and social security, the Government supports the creation of a tripartite council for social policy.

We are aware that the development of a free labour market depends on improving the management of that market. The Romanian Government is committed to action in this area, by mobilizing national resources and by cooperating with international organizations and with other interested countries. In this context, I would like to draw attention to the cooperation between my Government and the ILO, the European Community, the Council of Europe, the UNDP, and with the Governments of Germany, France, the United States, Belgium and Italy.

Another important area of concern for the Romanian Government is the elimination of all forms of discrimination. For this purpose, the Council for National Minorities, a consultative body, was recently set up in accordance with the decision passed in late March this year, which expresses the willingness of the Romanian Government to promote respect for human rights, including the rights of national minorities. It is also based on the constitutional provisions concerning the equality of rights of all citizens as well as on the recognition and guarantee of the rights of national minorities. The Council's basic prerogatives include the promotion of relations with legally constituted organizations of people belonging to national minorities, and the implementation of statutory, administrative and financial enactments promoting the rights of people belonging to national minorities, with particular regard to the preservation, development and expression of their ethnic, cultural, linguistic and religious identities, as they are laid down in the Constitution of Romania and in the international treaties and conventions to which Romania is a signatory party.

I avail myself of this opportunity to inform the Conference that, since the last session, Romania has ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), the Collective Bargaining Convention, 1981 (No. 154), and the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168).

In conclusion, I would like to assure the Conference that Romania, as a founding member of the International Labour Organization and active participant in it, will be paying particular attention to the celebration in 1994 of the 75th anniversary of the ILO and the 50th anniversary of the Declaration of Philadelphia.

Mr. SCHRAMA *(Government delegate, Netherlands)* – May I begin by congratulating the President on his election.

Congratulations are also due to Mr. Hansenne on the occasion of his re-election as Director-General of the ILO. The Dutch Government wishes him all the wisdom in guiding the Organization through this period of great change in our world.

In that process, the special tripartite character of the ILO – with employers, workers and governments working together towards universal and lasting peace based upon social justice, as is stated in the preamble of the Constitution of 1919 – has been and will be in the future a rich source of inspiration. The Declaration of Philadelphia of 1944 reconfirmed the principles of 1919, adding the right of all people to pursue both their material well-being and their spiritual development, among other things.

In 1944 the Organization already recognized as one of the main goals of government the extension of social security measures to provide a basic income to all in need of such protection, as well as comprehensive medical care. This subject is still very important, as evidenced by the fact that this year's Report of the Director-General is devoted to social insurance and social protection. I will come back to this Report shortly.

In mentioning the two very important years in the existence of the ILO – 1919 and 1944 – we also realize that next year will be a very special one – 75 years since the founding of the Organization, and 50 years since the Declaration of Philadephia. We are presently examining the possibility, together with our partners in the Netherlands, of organizing a special tripartite conference in The Hague to commemorate the occasion.

And now, to come back to this year's Report, we find that the Director-General rightly underlines the importance of social insurance, in particular, and social protection, in general. However, what we would like to stress is that social security should be supplementary to employment activity. In our view it is essential for people to participate in the labour market, and that is why our first objective has to be the creation of jobs and the preservation of existing employment acitivities. We should also support persons who need, for the time being, social security benefits while they try to get back into work.

In this context I quote from the Report: "Governments have a fundamental responsiblity to ensure a basic standard of living for their people". We fully support this idea and in our opinion this should be done primarily by enabling workers to earn that basic standard themselves. These goals can be reached not only by individual incentives but also through more general measures of economic and social policy, aimed at increasing labour market participation.

In addition, governments have the responsibility to see to it that an adequate level of basic facilities is maintained, specifically in the area of minimum income and the maintenance of purchasing power. The promotion of labour participation has to be viewed in that context. There is a delicate balance between that adequate level on the one hand, and the incentives for the unemployed to accept a job on the other hand. It goes without saying that in cases where persons have no labour market prospects at all, there should always be adequate benefits. But in the case of those who are only temporarily in need of benefit, there obviously is tension between the level of the benefit and their interest in returning to the labour market.

We need a policy to stimulate people to return to gainful employment both for their own sake as well as to push back the number of persons receiving benefits.

In the beginning of my speech I referred to the Philadelphia principles that should inspire our policy-making. In Phildelphia we agreed that in cooperation with the ILO we should, among other things, work on the extension of social security measures to provide a basic income to all in need of such protection. The ILO Constitution also states that we have an obligation to achieve full employment to raise standards of living.

As I said before, in our view social security is supplementary to employment activity. First we have to create – and I quote the Declaration again – "the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common wellbeing".

Mr. ATASAYAR *(Employers' delegate, Turkey)* – I have great pleasure in extending to all of you, personally and on behalf of the delegation of Turkish Employers, my best wishes for a very successful session and I congratulate the President on his election to the Chair of this session of the International Labour Conference. I would also like to take this occasion to congratulate Mr. Hansenne on his re-election as Director-General of the International Labour Organization.

The twentieth century, which is drawing to a close, has witnessed many astonishing developments and achievements in a number of fields of human concern. But I have no doubt that one of the most impressive developments has taken place in social life, with the evolution of simple social insurance schemes into generalized systems of social security to begin with, and into comprehensive systems of social protection of late. No one can ignore or play down the meaning and importance of this evolution. However, it is deplorable to note that it has been confined to people living in industrial countries. We believe that in this context, the Director-General's Report will create a basis from which constructive ideas will emerge on how to meet the social security and protection needs of billions of people living in developing countries, without impairing their aspirations to higher levels of income and material wealth.

On the basis of the Report of the Director-General, I should like to dwell very briefly on existing social security practices in Turkey. In a way, this will be an exercise in self-criticism. Turkey needs to develop her social security and protection systems in terms of both coverage and hazards in spite of the existence of three social security systems. At present, only three-quarters of our population enjoy some sort of social insurance.

Our social security system has some major shortcomings and defects, among them problems arising from non-observance of basic principles such as lowering the retirement age and increasing the number of young pensioners. In addition, we have legislative problems, such as complications and confusion created by frequent amendments, and coverage problems, such as the absence of any kind of social security for the agricultural sector. Equally important is the financing model which leaves out the Government and therefore heavily increases the burden on employers and workers. The fact that the Government, while playing no role in financing, intervenes intensively in the management of the system is a further source of problems.

We are convinced as employers that the basic solution to the question of social protection lies in the capacity to create new employment, not only for Turkey but for a number of other countries which we know have similar problems. In our opinion, real social protection consists in providing human beings with jobs and occupations. Increasing unemployment throughout the world and including Europe can only be tackled through the creation of new job opportunities.

We also believe that in this connection, the ILO has an important role to play. First of all, it is necessary to implement ILO Recommendations so that labour legislation can become more flexible and resilient. It is a widely observed and recognized fact that in countries where social legislation is rigid the informal sector tends to grow, which means that there are more and more sectors of the population not covered by social protection. Unfortunately, this trend can also be observed in my country. I believe that the participation of the Government in the system is necessary by virtue of its "social character".

I have no doubt that an ILO Recommendation on this subject will be a most useful guideline. Furthermore, in the face of the increasing costs of the social security system, the non-participation of the Government leaves the employers and workers with enormous financial burdens. Therefore, an alleviation of this burden will create new investment opportunities which will contribute to the expansion of social protection.

I must emphasize our belief that social protection should in no way hinder the creation of new employment opportunities. In this connection, we feel that we need new ILO guidelines.

After having very briefly listed our problems and some of the solutions which our confederation thinks should be taken into consideration if our system is to provide a protective umbrella, I would like to emphasize our conviction that these problems can best be tackled in an atmosphere of tripartism. This explains the importance we place on social dialogue and cohesion. We are confident that with the economic and social council which will soon to be set up in our country, we shall be in a much better position to address these issues.

As the Director-General correctly points out in his Report, access to social protection has become a basic human right as well as a measure of human welfare. The problem is how to ensure that this basic human right is enjoyed by everyone in the world, irrespective of their race, colour, religion, age and sex and not just the privilege of people living in industrialized countries who account for a mere one-fifth of the world population, if that.

Briefly, in developing countries, the general poverty, the sheer size of the informal sector and numerous individual and institutional deficiencies, all militate against the extension of social security schemes. In these countries this issue should be seen and tackled as part and parcel of economic, political and social development. The apparent conflict between economic and social objectives can only be resolved through increased efforts and cooperation which should involve not only the social partners and governments of individual countries but should also take advantage of the supervision and expertise of such international organizations as the ILO. As Turkish employers, we wholeheartedly support the Director-General's invitation for cooperation to promote wider coverage and better benefits.

In all our efforts towards achieving this goal we should bear in mind that unless we can strike a proper balance between our economic aspirations and social goals, we face the risk of either slowing down development or increasing social injustices and insecurities.

Before I conclude, I would like to draw your attention to the deplorable act of hostility and discrimination which was carried out against foreigners in Solingen, Germany, a few days ago, where five Turks were killed in an arson attack. We believe that it is high time to put an end to such acts. We also hope that the necessary intervention will be made by all countries, especially by those in Europe to stop the brutal war in Bosnia and Herzegovina as well as the meaningless war carried out by Karabakh against Azerbaijan. To conclude, I would like to express before your distinguished gathering that as Turkish employers we firmly believe in complete social security and protection for all human beings and a peaceful world.

Original Spanish: Mr. VERA *(Workers' delegate, Venezuela)* – May I be allowed to join the preceding speakers and express, on behalf of the delegation of the workers of Venezuela, our most cordial congratulations to the President and Vice-Presidents on their election.

We wish also to join in the congratulations which have been so warmly expressed to the Director-General, Mr. Michel Hansenne, for the interesting Report he has submitted for our consideration, and we would like to express our firm support for the way in which the ILO has supported the democratic process of Venezuela at a time when it was experiencing a serious crisis. This solidarity was expressed not only in the words and actual presence of the Director-General and of other officials but in the concrete form of programmes and activities carried out by the Bureau for Workers' Activities and the Workers' Education programme.

It is with satisfaction that we can announce that Venezuelan democracy, with the decisive help of the organized workers, has successfully overcome a hard test, a proof of the firm conviction of the people that our major economic and social problems must be faced within democracy.

In Latin America the great majority of the population are excluded from the various social security schemes and the very few who do get support benefit only to an insufficient degree. The social security institutions which exist in our countries have not even been capable of carrying out efficiently the incipient social measures established in the structural readjustment programmes.

In some cases, in Venezuela, the absence of any real mechanism for the distribution of wealth, the loss of the sense of solidarity and social responsibility, and the still prevailing neo-liberal theories which claim to privatize even the right to life, threaten to trample underfoot the achievements of so many years of struggle by the trade union movement.

Our compulsory Social Security Institute, which is being reorganized, provides a minimum single network of social assistance for workers at the lowest scale of the labour market. This Institute is now on the verge of collapse and needs urgent and responsible help and solidarity from the Government, the employers and the workers.

With respect to retirement and unemployment protection, we the workers have achieved, in addition to some sectoral pension plans, a mechanism which, although perfect, constitutes our only and unrenounceable compensation, the payment of social benefits as acquired rights, whatever the reason for termination of the labour contract. This payment is linked to years of service and each year of work is paid on the basis of the amount of the last salary received.

This claim, it would seem, does not tally with the readjustment package. It has been attacked in the courts, in the legislature, in the communication media as well and through the representative spokesman of the oligarchic groups.

We would like to state before this great international social forum that when the day comes on which there is clear willingness on the part of the employers and the Government to negotiate and when we are given feasible and reasonable alternatives for protecting the unemployed and retired workers, then we shall be able to negotiate. But nobody will make us accept the deterioration of present conditions.

We understand that social security systems have to be adapted to societies and to their economic transformation. But the response cannot be a dismantling of the system; the only recourse cannot be sacrosanct privatization, a trend of the reforms under the readjustment programmes which propose a drastic reduction in public expenditure.

If each day there is less full-time and duly protected work in the industrialized world, and if there is an ever-increasing informal sector in the underdeveloped world, social security systems cannot be directly linked to employment conceived in the traditional manner. If we do not break this link between labour and social security, we will be condemning the great majority of the population to continued exclusion from assistance – the assistance which any human being deserves. That is why we feel that the privatization of basic social security management is wrong. We do not think that the logic of profit should be the one to dictate the behaviour of the agencies dealing with social security. We must seek systems which are adapted to the realities and specific situations of each nation, whether they be joint or totally public schemes. They must help the critical level of poverty, protect the most impoverished sectors of society, displaced through readjustments, and must provide efficient care for the workers and the whole population. In short, they must be systems which promote well-being and development.

The 13th Conference of American States Members of the ILO, held in Caracas last year, represented a considerable effort along these lines, an effort which we salute and for which we wish to thank the International Labour Organization. Although we regret that it was not possible to achieve the agreements which we had hoped for, it was an invaluable experience which endowed the trade union leaders of the region with the necessary means to seek fair and efficient social security systems and opened up the door for future tripartite negotiations.

Social security is facing new challenges with the globalization of the economy at a time when its cost is being placed alongside that of wages and other working conditions as comparative advantages. But we object to having wages and conditions of work and life seen to be part of international trade competitivity. For this reason, we disagree with the views of some governments which consider that the provisions which bind the countries signing trade and integration agreements to respect labour and trade union rights are a new and sophisticated form of protectionism.

Protectionism, which entailed losses higher than $40 billion for the developing countries, was not exactly based on the defence of the rights of the workers.

We have no doubt that there are those who seek to use the social clauses of trade agreements with protectionist purposes, but it is even more aberrant we feel to object to this type of mechanism with a view to perpetuating poverty and slavery, fostering a type of trade which will only be of benefit to capital.

We therefore support the initiative of the International Confederation of Free Trade Unions to include a social clause within the GATT negotiations. And we support the efforts of the Director-General to establish within the ILO a working group with a mandate to study these matters and enable effective action to be taken by the Organization to achieve the adoption of this type of social protection instrument within trade and integration agreements.

Universal access to basic health care, fair compensation in the event of illness, accident, invalidity and maternity, the establishment of pension systems enabling the workers to live a decent life and protection for unemployment and protection of the family are all indispensable objectives of the trade union movement.

The struggle for social security is a struggle for life and dignity. It is a struggle to save human nature and to promote solidarity with other human beings.

The Confederation of Workers of Venezuela hopes that there will be a genuinely democratic, fair and egalitarian society. An indispensable prerequisite for such a society is the establishment of an effective social security system.

Mr. VODICKA *(Minister of Labour and Social Affairs, Czech Republic)* – On behalf of the Government of the Czech Republic and on my own behalf, I have the honour to congratulate the President of this session of the International Labour Conference on his election.

It is a pleasure for me to address the 80th Session of the General Conference of the International Labour Organization, the highest and the most representative body of this Organization. On behalf of the Government of the Czech Republic, I hope that its proceedings will be successful and all its tasks and expectations fulfilled.

It is evident from the Director-General's Report *Activities of the ILO, 1992* what enormous and invaluable efforts of every kind this Organization makes in all parts of the world to achieve the goals declared in its Constitution, the Declaration of Philadelphia and more than 350 Conventions and Recommendations. Alleviation of poverty, the sustainable growth of living standards, the protection of human dignity, fundamental human rights and freedoms surely represent main priorities.

I would like to express on behalf of my Government the hope that the organizational reform recently launched in the ILO will contribute within the framework of the "active partnership" policy to enable the ILO's constituents to solve serious social and economic problems.

The second Director-General's Report *Social insurance and social protection* also deserves to be appreciated for its very comprehensive and professional survey of developments generally and of various regions in particular.

It confirms that the measures of social reform we have taken in the Czech Republic have been sound. Technical assistance from the International Labour Organization and from several industrialized countries has played an important role within this process.

Our social policy has two main objectives for the period of transformation.

Firstly, to diminish the possible negative social impacts of economic reform and, at the same time, to correct step by step all the negative aspects of the previous system and, secondly, to create a quite new understanding of social policy.

In its Programme Declaration the Government of the Czech Republic chose as one of its main priorities social policy, stating that social policy and the maintenance of social peace are prerequisites of successful transformation. Social policy thus fulfils a special preventive role and contributes to human and political feasibility of our economic reforms.

The preventive role of social policy consists in finding a balanced state of social stratification and social redistribution so that resulting social differences are still a motivating factor, although they are not a source of social tension and conflicts. This preventive role is reflected in all three relatively independent schemes of social policy which the Czech Government intends to establish and gradually improve.

These are, firstly, social insurance, secondly, state social support, and, thirdly, social aid or assistance.

We consider the first one to be socially and economically the most important factor for stabilization. We have already introduced the generally widespread principle of financing through contributions paid by both employers and workers with the participation and guarantee of the State. Now we are seeking to develop the most effective complementary pension and injury insurance schemes.

As regards state social support, this will be focused mainly on families with children.

The system of social aid or assistance should be the most important instrument of social prevention because its task is to provide necessary social assistance to those citizens who are unable to ensure for themselves basic means of subsistence. It helps an individual to regain a position of social independence and sovereignty in which he is able to take care of himself. This approach is designed to prevent the maintenance of poverty and social parasitism. Under the new conditions, not the State but communities and regions will have to deal with such phenomena as unemployment and poverty. Therefore they need to be strengthened, in the interest of social prevention.

The main goal of the "Social safety net" introduced in our country in 1991 is the protection of the labour force and its speedy return to and insertion in the labour market. I have to stress that proactive employment policy is one of the integral parts of our social policy concept.

I would like to say that standing tripartite negotiations and transparent government policy towards the social partners and all the population successfully contribute to the fact that the level of social acceptability of continuing economic reform has not been exceeded and no serious social conflicts have occurred in the last three years.

As regards this unique Organization, we believe that the newly structured ILO will increase its international prestige. We wish the Organization and its Director-General much success in this effort.

Mr. THANESUEN *(Employers' delegate, Thailand)* – It is indeed the greatest honour for us, delegates from the Employers' Confederation of Thailand (ECOT) to have the great opportunity to attend this distinguished gathering, and it is a great pleasure for myself for being allowed to deliver this message.

I would like to take this opportunity to inform you that the Employers' Confederation of Thailand has been in operation for almost 17 years since its inception in 1976. Ever since, it has played a vital role in the strengthening of good relationships and cooperation among various groups of employers, workers' organizations, and government agencies, as well as between employers and workers.

The Employers' Confederation of Thailand believes that smooth relationships and good understanding among these social groups is vital to the development of private investment and industry in Thailand, and consequently to progress in social and economic development, including the fair and proper contributions from and benefits to the social groups.

The Employers' Confederation of Thailand, therefore, will continue to pursue these important objectives.

I would like to take a moment to inform the honourable delegates and distinguished guests about the present situation in our country.

First, the political situation. The elected Government has been in office for seven months since the last general election and after the last political crisis. Although the present Government is a coalition, it is believed that it will last and be improved.

Secondly, the economic situation. Although private investment was briefly interrupted by the worldwide recession and by our internal political problems, the ruling Government has made great efforts to maintain internal stability and to promote private investment. As a result, the private investment index climbed steadily from 86 in the middle of 1991 to about 95 in early 1993. For the economy as a whole, we expect a growth rate of about 7.5 per cent in 1993. This is quite low compared to the rate of 11-12 per cent per annum during 1988-90, but still quite attractive compared to the rest of the world.

Third and last, I would like to point out that Thailand is becoming a new financial centre in the Southeast Asian region. Toward this objective, the Government has revised the laws and regulations, adopted the standards of the Bank for International Settlement and established the Bangkok International Banking Facilities in 1992.

I could go on and on, but in the interest of time I should like to conclude by saying that Thailand remains an attractive destination for investment and for tourists. I invite you to visit Thailand. It will be a great honour for us to be your information and business centre. Please do not hesitate to contact us. All of you are welcome in Thailand.

Original Japanese: Mr. ITOH *(Workers' delegate, Japan)* – It is a great honour for me and for the Japanese Trade Union Confederation to take part in the discussion here today on behalf of the workers of Japan. I would like to express my wholehearted congratulations to Mr. Abdel-Hak, the Minister of Manpower and Training of Egypt, on his election to the presidency of the Conference.

The world has undergone dramatic changes in the recent past. There will be more drastic changes as we approach the next century. When the world undergoes drastic and rapid changes it brings more difficulties to the developing countries and their people, as well as to all workers all over the world.

Therefore, bearing in mind these difficulties, I call on all delegates gathered here to be ready to cope with these problems.

The end of the cold war between the Eastern and Western blocs has brought an end to the terrible fear of worldwide war. On the other hand, we failed to eradicate regional conflicts that we had expected also to come to an end. On the contrary, they are now increasing. Moreover, confusion and hardship continue in countries striving for the transition from the socialist economy to the market economy.

Because of these difficulties, we are now witnessing famine, poverty and violations of basic human and trade union rights in Asia, Africa and Latin America. We observe also that similar difficulties are arising in Eastern Europe, provoking a new problem of economic refugees.

On the other hand, there are also positive developments. It is a great pleasure that apartheid in South Africa is nearing its end. The Japanese Trade Union Confederation has been supporting the democratic movements and trade unions in South Africa. We must continue our efforts until apartheid is completely abolished and a non-racial democratic government is established through peaceful and democratic means.

As you know, the aims of the ILO are to eradicate poverty, famine and racial discrimination all over the world with the establishment of full respect for basic human and trade union rights and democracy. Through its contribution to eradicating poverty and democratization, the ILO also contributes to eradicating military conflicts, as well as human and environmental tragedies.

The ILO will mark its 75th anniversary next year. The ILO has been working to create a peaceful and comfortable living environment not only for mankind but also for the fauna and the flora on this planet. With the end of the cold war, we should reinvigorate our determination and passion to make our best efforts to realize the aims and ideals of the ILO.

I would like to propose three areas of ILO activities for the consideration of the delegates and of the ILO.

First, in relation to the 75th anniversary next year, I would like to express my opinion. Today, the world faces many difficulties and tasks that I tried to describe above. It is very urgent to improve living conditions in developing countries and the least developed countries. The ILO should contribute more actively to the creation of productive employment, to establish social security systems and to expand compulsory education and school lunches in order to abolish child labour. It should contribute to other work that will improve positively the living conditions of peoples of developing countries, and also contribute to their future development. We should, therefore, on the occasion of the 75th anniversary of the ILO review past activities and encourage discussions on new initiatives so that we can more effectively achieve the basic ideals and philosophies of the Organization.

Second, in this respect, I would express my sincere thanks to the Director-General for his Report, which addresses the problem of establishing social security systems in developing countries as an important task. I believe the ILO should intensify its activities to solve the various problems noted in the Report which hamper the establishment of social security in these countries. I would also like to raise one problem that is not covered in detail in the Report. That is the problem of social security for foreign workers. In Japan we have approximately 200,000 foreign workers and about 300,000 illegal workers, in addition to about 800,000 Korean and Chinese residents. Similarly, several hundred thousand Japanese live in foreign countries, working for Japanese and foreign companies. The ILO should work more to harmonize standards on social security and especially to expand the portability of pension schemes and other benefits across borders. In the face of the increasing number of such workers, ILO action in this area should also be re-examined.

Thirdly, in relation to my first point, I must stress the vital necessity to expand technical cooperation both qualitatively and quantitatively. This does not mean that the ILO's core mandates, such as the setting, application and the control of application of standards should be weakened. If this should happen, the Japanese trade unions would oppose it by all possible means.

We hear a number of voices demanding more technical cooperation, but the financing of technical cooperation is not stable because a large portion of these financial resources come from voluntary contributions from the governments. It seems that expenditure for technical cooperation constitutes only about 10 per cent of the regular budget. In this regard, I appreciate very much the active technical cooperation of the Nordic countries. On the other hand, it is regrettable that some developed countries are not so active in the ILO's technical cooperation activities. Therefore I propose that the ILO should study other possible ways to secure necessary financial resources for technical cooperation, which is expected to expand greatly in coming years.

Finally, I would like to conclude my speech by expressing my sincere hope that the 80th Session of the International Labour Conference will live up to its responsibilities in a way that would respond to the expectations of workers all over the world.

Mr. BERGE *(Minister of Local Government and Labour, Norway)* – I am honoured to have this opportunity to address the International Labour Conference for the first time. We would like to congratulate the President upon his election to this important position. We feel certain that he will guide us safely through our proceedings and our agenda. The main theme for this session of the Conference, *Social insurance and social protection* is most relevant and important. The Director-General deserves great credit for having produced an outstanding report to inspire and guide our work. The social security system is essential for maintaining income security in situations such as unemployment, sickness, disability or old age. However, the maintenance and development of social security systems cannot be seen in isolation from income generation, employment and economic growth.

The high and increasing unemployment in a majority of countries is one of the principal challenges for governments and for the social partners. If this negative development is allowed to continue it will undermine both the standard of living and social security and will become a threat to the democratic development of countries. The struggle against unemployment must therefore be given the highest priority by all governments. For the major international organizations as well, particularly for the ILO, the fight against unemployment will of course be a main task in the years to come.

My Government is following a common strategy for unemployment and the vocationally disabled. This strategy may be called a strategy for work, because work and active labour market measures are given priority over the mere passive receipt of economic benefits. We are now in the process of implementing a new policy on ill-health and disability, giving increased emphasis on active measures for vocational rehabilitation, combined with a more stringent approach to the award of disability benefits.

The labour market measures aim at reducing the effects of unemployment and increasing the possibilities of the unemployed to obtain ordinary work. Today, with important structural problems in the labour market, training programmes are given high priority. In Norway this policy has given nearly 40 per cent of jobseekers an engagement in labour market schemes, most of them aiming to improve their qualifications.

In a situation with an increasing number of long-term unemployed there is also a growing need for temporary employment measures. We are therefore in the process of launching a new temporary employment measure in Norway. This measure is aimed to give temporary work, especially for the long-term unemployed in the municipal sector. We have also introduced a labour market scheme that combines the need for training and work practice for the unemployed with the possibility of employers providing training for employees. In this scheme, called "training substitutes", the unemployed are training to work as substitutes, while employees are given leave for training.

In April 1992 the Government of Norway presented a report to Parliament on vocational rehabilitation and work for disabled persons, sickness benefits and disability benefits. The report was prepared in order to develop a coherent policy on the current trends of expulsion and exclusion from the labour market due to ill-health and disability.

The background for the development of this policy document is an alarming increase over the last decade in the number of persons of working age receiving disability pensions or sickness benefits from national insurance.

The strategies outlined in the report, which are now being followed up by appropriate legislation, consist of a two-handed approach where on the one hand the medical criteria for receipt of disability pensions and sickness benefits are defined more restrictively and on the other hand increased emphasis is given to vocational rehabilitation. Work and active rehabilitation measures are to be the first choice, instead of passive transfers of social security benefits.

The responsibility of employers to provide vocational rehabilitation measures for their own employees will also be more clearly defined, in that employers are now required to prepare a plan for rehabilitation for employees on long-term sick leave.

As pointed out in the Report, public social protection measures are very limited for the vast majority in developing countries. Limited government budgets do not allow social schemes covering the whole population. The small formal sector also limits the relevance of schemes based on formal employment. In many traditional societies well-established systems within the family and the local community ensure care even for the weakest. Such traditional structures are, however, being uprooted by modern development. This happens at the same time as economic setbacks limit governments' ability to compensate through public schemes.

There seems today to be widespread agreement that no country can achieve sustainable development without including the poorest part of the population in the process. Reports from UNDP and the World Bank underline this view very clearly.

Recent initiatives in some developing countries have shown, however, that a lot can be done to secure basic services and basic social protection in countries with very limited resources. Programmes to extend health services to all through greater community involvement, both in management and funding, have proved quite successful, but the condition for success is that special measures for the poorest should be built into the programmes. Various labour-intensive schemes, based partly on selection of workers by the local community in acordance with needs, have also proved effective. The viability of such schemes may, however, sometimes be questioned.

Through our development aid budget, my Government is supporting such programmes and schemes in developing countries. Multilateral agencies, among them the ILO, are important channels for Norwegian assistance to promote social protection for the broad population in poorer countries.

I would like to take this opportunity to encourage the ILO to continue its efforts to develop innovative schemes and work out methods to secure social protection for poorer groups in developing countries. Such efforts could be based on closer cooperation with larger agencies such as UNDP and the World Bank.

Original French: Mr. GIRAUD *(Minister of Labour, Employment and Vocational Training, France)* – Permit me to congratulate the President on his accession to such high office. Permit me also to express my pleasure of the re-election of Mr. Michel Hansenne as Director-General. Mr. Hansenne, as he well knows, enjoys the full confidence of the Government of France.

For a Minister who represents an administration which has been in office for only two months, to participate even briefly in the work of this Conference is a special privilege, an opportunity to assess the work accomplished by the International Labour Organization and to learn about the contribution it is capable of making to the world of labour. An opportunity to appreciate the spirit and the philosophy underlying its efforts.

The preamble of the Constitution of the International Labour Organization affirms that a universal and lasting peace can be established only if it is based on social justice. In referring to labour conditions which give rise to injustice, poverty and deprivation, it reminds us in very simple and concrete terms that an improvement is urgently required.

This approach is shared by my Government, based on a school of thought in which the expression of social justice is conditioned by the will for reform.

At the present time, the victory of democracy over totalitarianism is gradually countering the idea of bringing about heaven on earth, an idea which is fine in theory but which is so tragically harmful in its application. Our Organization has done and will continue to do its share in this struggle. My country will do likewise.

Indeed we have to continue along this path. Rather than trying to impose the best of all possible worlds, let us devote our energy to making this a better world.

To do this, it is vital to rationalize our activities and to identify priorities.

In this respect, I have noted with satisfaction that the programme and budget proposals for the biennium 1994-95 take full account of the changes of method in the planning of ILO activities in the field and at headquarters, by means of a considerable transfer of resources towards priority programmes.

The reforms to the Conference and those which are under consideration for the Governing Body aim at improving efficiency and at a better utilization of budget resources.

I have noted with great interest the reports prepared for this session of the Conference.

The Director-General's arguments on social protection are very convincing. In my country the general structure and basic rules of social protection were established by General De Gaulle.

France, like many other countries, is experiencing a difficult economic situation.

This means that social protection plays a vital role. Nevertheless, social protection, however vital, is not enough to guarantee to all a minimum acceptable living standard: an additional effort of civic solidarity is necessary.

It is also necessary to preserve the right to work, which represents the foundation of human dignity.

The agenda of our Conference includes a debate on the ILO's technical cooperation activities.

The Conference's welcome adoption in 1987 of a resolution requires it, every five years, to conduct a global examination of the Organization's technical cooperation activities.

The excellent report which you have before you in this respect is timely in mentioning all of the consequences of the new modalities for multilateral technical cooperation within the United Nations system. I fully endorse the active partnership policy and the development of multidisciplinary teams.

I welcome the stature which the Turin Training Centre has acquired over the years, and the message of congratulations addressed to it by the Secretary-General of the United Nations during his visit.

Thus, the agenda of our Conference perfectly reflects the varied activities of the ILO and its pragmatic approach.

However, I do wonder about the priorities which we should favour.

Should we continue to develop, year after year, new and increasingly complex standards? Should we not react to the insufficient number of ratifications which have been recorded, particularly in the developing countries?

Here is an important risk, that the two major activities of the ILO might eventually be perceived separately.

On the one hand there would be the complex texts of standards which have been drawn up in the light of the situation in the industrialized countries, and on the other hand there would be technical cooperation for the countries of the Third World. I know that is not what we want to see happen, but there is the risk of such a split. To my mind, the three component parts of the International Labour Conference should keep in mind the fact that they are legislating for the 165 member States, and not just for the few of them.

In this respect, the opinion recently handed down by the Court of Justice of the European Community on the subject of an ILO Convention may help to clarify matters. It does not superimpose the Community's position over that of the ILO.

In the imposing set of standards prepared by the Organization we can distinguish Conventions which relate to the fundamental human rights and tripartism.

The Director-General in his Report presents the stature for ratification of 12 of these standards.

These texts, generally speaking, have garnered a significant but, on the whole, insufficient number of ratifications.

I think that membership of the ILO and adherence to its objectives implies that all member States should ratify and apply the major principles of human rights to the field of labour, regardless of a country's level of economic development.

Amongst these principles there are four I would like to highlight: freedom of association, the abolition of forced labour, non-discrimination in employment and the minimum age for admission to employment.

Can we admit a situation in which a member State of our Organization refuses to ratify all or some of these essential Conventions?

Thus, on behalf of my Government, I would like to request the Director-General to propose measures which would give an absolute priority to the concern which I have just expressed.

The member States which have not yet manifested their adherence to these commitments, which embody the very essence of the ILO, should be publicly and urgently called upon to do so.

To ratify and apply these standards is an essential duty for a member State of the ILO, not only with respect to its own workers, but with respect to the world of labour as a whole.

I should simply like to refer, in conclusion, to the preamble of the Constitution: "The failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries".

This message, which seems so relevant, dates from 1919. The world has now been freed from its vain ideological disputes. Is this not the time, on the eve of the 75th anniversary of our Organization, to do everything possible to realize our ideals?

Original Spanish: Mr. EURNEKIAN *(Employers' adviser and substitute delegate, Argentina)* – On behalf of the employers of Argentina it is my honour to address this Conference and to congratulate the President on his election.

I should also like to emphasize and express my gratitude for the cordial welcome given by this distinguished audience to the visit of Mr. Carlos Menem, President of my country.

I should also like to praise the Report of Mr. Michel Hansenne, Director-General of the International Labour Organization, and I should like to say that his approach to the role of ILO technical cooperation is very constructive for the development of countries and their economic and social progress.

At the world level efforts have been deployed by efforts of the international organizations to correct the problems of a planet undergoing far-reaching changes.

However, there are too many countries where poverty and destitution, underemployment, unemployment and a lack of growth and development of the productive sectors still prevail.

This lack of growth aggravates the crisis because young people are not being integrated into the labour market. This makes the principles of the Constitution of the ILO of 1919, and the Declaration of Philadelphia all the more valid today.

The Members of our Organization must carry out an in-depth and realistic examination of the objectives and fundamental projects of the ILO. Today we are faced with a new challenge, a challenge to implement structural adjustment within a framework of economic growth, development, employment creation and the genuine implementation of social rights.

Let us remember that social reform must be carried out alongside and simultaneously with economic reform. Only thus will there be a true defence of the rights of the workers and a corresponding growth of the productive sectors.

Today it is even more important for the ILO to assume its responsibility. Technical cooperation is the best and most effective means of contributing to the harmonization of economic policies with the interests of world labour.

The development of human resources is viable only in an environment of the wealth of nations.

Argentina, within this world-wide picture, can be recognized today as a developing country. For the first time in recent decades we have a combination of political and economic stability. This has led to the consolidation of democracy and an incipient process of economic transformation.

Argentina has responsibly assumed the priority of joining the newly developed countries of the world. The potential achievements of this policy are the opening up of the economy and the globalization of markets, the process of privatization and the deregulation of the State.

However, there remains the so-called Argentinian cost. This is a product of excessive regulations, inadequate legislation, demagogical policies, bureaucracy and the lack of flexible labour and social security laws. This reality hampers productivity and efficiency because it conspires against the worker himself by not generating employment or stimulating the development of productive sectors.

Our Government undoubtedly has the political will and capacity to carry out these changes. It is absolutely necessary to achieve productivity and the necessary competitivity to adapt our country to the globalization of markets. Without this, our economies will never be efficient and thus there will be neither investment nor growth nor employment. We are sure that our country can achieve these goals.

To become part once again of the developed world implies prosperity for our workers and our enterprises. It means prosperity for all. The path is arduous; the cleavage between reality and standards is deep. Obstacles are not only legislative but cultural. But Argentina is adapting to the new era and circumstances of the world.

Employers and workers must cooperate together with the same conviction and spirit of constructive dialogue to carry out this unpostponable overall revision of labour legislation in general and social security legislation in particular.

To implement flexibility means to strive to generate more jobs, improve living conditions and achieve effective social security. It means generating productivity and true employment.

To address the subject of social security means accepting the technical challenge of one of the most important debates within the internal adjustment of our economic system.

We feel that the reform of social security at the legislative level will finally be guided in the right direction, enabling us to overcome the crisis in this area.

As the President of Argentina, Mr. Carlos Menem, said yesterday, we are working for the modernization of our economy within democracy, freedom and respect for human rights, with the participation – which is so important – of production and labour.

The participants are the small and medium-sized enterprises as well as the big ones which, through private initiative, will have the unquestionable role of generating wealth, which will guarantee the entry of Argentina into the new economic and social world order. However, the globalization of the economy brings to the forefront those three stereotypes: the developed countries, the underdeveloped countries and the developing ones.

In the developed countries, the theory of the free market coexists side by side with the protectionist reality.

In the underdeveloped countries, the growth of their economies is based on subsidies, stimulating productive sectors and protectionism.

The export of these realities harms the productive sectors of other countries, through the dumping effect.

In the developing countries, such as ours, the theory of the free market aims at becoming an economic reality.

Thus our products are marginalized in the markets by this new international context and hence too are our workers.

Hence the urgent need to establish at the domestic level the flexible labour policies and social security policies which are still pending and which will guarantee the true defence of the rights of the worker; at the international level, we need measures which will achieve the sustained growth of the economies of the developing countries as a genuine and true framework for world competitivity.

Times may change and economic theories may evolve, but the fundamental principle of our ILO does not change and will be accomplished only when we build a united world which guarantees the enhancement of man within social justice and freedom.

Mrs. PUHAR *(Minister of Labour, Family and Social Affairs, Slovenia)* – Before I make my contribution to the general discussion on the Report of the Director-General I would like to congratulate the President and the Vice-Presidents on their election to these important posts. I express also our congratulations to Mr. Michel Hansenne on his re-election.

The excellent Report of the Director-General has inspired me to present you with some data and information on Slovenia's innovative efforts to implement various social insurance schemes, as well as to ensure the material welfare of various vulnerable population groups.

Slovenia, both in the standards it has set and in actual fact, has a relatively high social standard of entitlements, measures and professional services. Most of the solutions characteristic of arrangements in the field of social insurance in European legislation, and above all in the countries of Central Europe, are also implemented in Slovenia. I am thinking here of old-age and disability insurance, health insurance and unemployment insurance. Because of the importance of the family and children in countries with an ageing population, we have already constructed a system of social security protection with family and old-age benefits and help in caring for children.

The deteriorating situation of the economy, which experienced a particularly powerful shock after independence and the war in the southern republics of the former State, has reduced the funds available to continue the provision of standards already achieved in the social policy field without any disruption. The economy is simultaneously undergoing a process of intensive restructuring, which is critical to making our country competitive and finding new markets. It is also undergoing the process of privatization of former state property and the denationalization of formerly nationalized property, as well as all the technical and technological changes characteristic of dynamic world development. All this put together is causing a fall in social production in Slovenia and a rise in the proportion of the GDP devoted to covering social entitlements.

The aspiration for a stable, non-inflationary economic system, and efforts to establish economic links with other, mainly European, economies are forcing our country to devote a larger proportion of the GDP, as well as of the state budget, to economic transformation. They are also encouraging economic development and rationalization of individual fields of social policy. We are setting as a goal that individuals must increase their contribution to their own social security.

The labour market is particularly problematic. With all the above-mentioned changes, there has been a loss of more than 200,000 jobs in four years, and unemployment has increased some fivefold and is today higher as a proportion of the active population than, for example, in the countries of the European Community (the level at the end of 1992 was 13.7 per cent).

The current system of setting financial compensation and assistance for unemployment and the long history of these entitlements discourage people from searching for new work. People who have been employed in companies which are continuing to stagnate and in which remuneration is dropping are gradually finding it more advantageous to receive financial assistance. Poor supervision of work and deficient penalty mechanisms make it possible to receive social benefits and at the same time to obtain income from contract forms of work, without taking up formal employment. We are tackling the problem of arranging these entitlements in a manner providing greater incentive, using a larger share of available resources for encouraging employment and for vocational training.

We have been restructuring entitlements under old-age and invalidity insurance over an extended period, precisely during the time of our greatest economic crisis. These benefits are the result of years of work and significant needs. During this period, the number of pensioners increased tremendously, from 250,000 to 450,000 in four years. This also to a large extent results from encouraging retirement during economic restructuring and during the transformation of companies. It also stems from the fact that, at a time of large financial losses among companies, retirement is very often a more sensible choice for individuals (the ratio between the active and passive population is already 1:1.7). We have succeeded this year in partially rationalizing the system. This is exceptionally expensive. Contributions place a heavy burden on the cost of labour (15.5 per cent contribution from employers and the same from employees), and there are periodic adjustments of benefits in accordance with the retail price index. We are planning additionally to revise this system, adapting to the legislation in other European countries.

Legislation in the field of social security has been adopted at various times by various administrative bodies and ministries and, in the last two years, also with a variety of orientations. This has created a situation in which it is possible for a person simultaneously to claim benefits under a number of laws and on a number of bases.

Consequently, we now must carry out a revision to achieve harmony. Harmonizing benefits from insurance and social security benefits must, in the circumstances of drastic changes in employment such as those occurring in Slovenia, be detached from the payment of remuneration because this takes place on an entirely independent basis and depends on actual processes within the economy and not just on the financial possibilities and tariff systems. This is especially important for retirement and disability schemes and for the employment system, where automatic linkage to actual earnings in the economy can place an excessive burden on the relevant funds or on the budget.

Harmonized social security benefits in Slovenia are for the moment already partially linked to the guaranteed minimum remuneration which is defined by the State for employees in companies and institutions. We will carry out a revision of benefits in the fields of social security and insurance in a number of phases, with harmonization and adjustments being carried out first to abolish inconsistencies. We will later integrate the systems more rationally.

In our work we will respect our obligations under Conventions to which we are party, and will observe the Recommendations of the International Labour Organization, as well as the European Social Charter and other documents on which existing social elements in market economies are based. Slovenia has decided that it wants an economically successful and socially just State and our efforts are oriented towards that goal.

I cannot describe here all the other characteristics and events which are accompanying the social and economic transformation of our State. Permit me, though, to mention the aspiration to institutionalize a social partnership and a social pact. Negotiations on this matter are currently taking place. Important changes are also occurring in the field of the organization and activities of trade unions and in the field of the activities of employers' associations.

Membership in the International Labour Organization has enabled us to gain new information, to exchange our experiences and to obtain help in resolving specific questions. I am sure that the International Labour Organization will continue to provide important support for Slovenia's efforts to protect and arrange the legal and material position of the workers and inhabitants of Slovenia in a rational way and with the aim of greater stimulation of further development.

Original Spanish: Mr. MONGE RODRIGUEZ *(Minister of Labour and Social Security, Costa Rica)* – On behalf of the Government and people of Costa Rica, I wish to congratulate the President on his well-deserved appointment to that office and to offer my best wishes for the success of the 80th Session of the International Labour Conference, whose purpose is to guide our countries towards social justice and development.

I am pleased to inform you that the Government of Costa Rica has been engaged since May 1991 in a process of reform and updating of labour and social legislation, in which we have benefited from the ongoing and unstinting cooperation of the International Labour Office. When we embarked on the process, the Ministry of which I was in charge requested the Director-General for technical advice on the drafting of standards for protection against anti-trade-union discrimination and on providing more scope for the development of trade union activities.

The request for the Office's assistance resulted in three missions by distinguished consultants and staff experts from ILO's headquarters in Geneva, who prepared the broad lines of the future legislation on trade union guarantees. In July of this year an eminent consultant will be visiting San José to put the finishing touches to the draft of this extremely important standard-setting instrument, which will add a welcome dimension to national legislation, providing for the full exercise of the fundamental right of freedom of association, which is a basic feature of our institutional and political system.

Other draft laws have also been submitted for advice to the appropriate units of the International Labour Office here in Geneva, for example those rescinding legislation against strikes in the public sector, updating the system of fines for infringement of labour legislation, creating machinery for the settlement of disputes and for collective bargaining and strikes in the public sector, and converting redundancy assistance into a right. In response to this request for advice, observations were received last month that will enable us to bring our regulations into line with international labour standards.

I also wish to draw attention to the mediatory role between the social partners played by the High Labour Council, a tripartite advisory body set up by a decree of our President, Rafael Angel Calderón Fournier, on 5 August 1991. It brings together top representatives of trade unions, employers' organizations, and the Ministries of Planning, Finance and Labour with a view to analysing and taking decisions, by consensus, on the most important social and economic issues facing the country on the basis of an agenda agreed by the parties concerned. The work of this Labour Council has had a palpable impact on the prevailing climate of social balance and has led to a marked decrease in labour conflicts.

My Government would also like to share with this meeting its pleasure with respect to the progress that has been made in Parliament in the process of ratification of an important group of Conventions submitted to it last February. Among these, special mention should be made of the Labour Relations (Public Service) Convention, 1978 (No. 151), which has already been approved in a special committee.

Since the Administration of President Calderón came to power in May 1990, important steps have been taken in the legislative field, designed to repeal sections 333 and 334 of the Penal Code under which it was an offence to take part in strikes in the public services or to encourage such stoppages.

This Government has taken a political decision, in accordance with what is advocated in comparative legislation in the legal doctrine, to pinpoint the shortcomings of the exercise of collective rights of workers in labour law, excluding from our legislation penal sanctions which correspond to *de facto* regimes rather than to a legal system such as that in operation in Costa Rica. I am pleased to announce that the Bill submitted to the Legislature, along these lines, was approved at its first reading on Friday, 28 May, and is about to become part of the Republic's legislation.

The Director-General in his Report quite rightly alludes to the historical development, characteristics and regional peculiarities of social security systems which are a highly topical subject in view of the structural changes and the various expectations and social programmes which have resulted from the policies of economic restructuring which are so popular today.

The Director-General has rightly pointed out how inappropriate it is to copy the systems of developed countries in developing countries. He also emphasizes the importance of the management and effective and efficient administration of the different social security systems.

My Government would like to stress its appreciation of the Director-General's statement that a balance must be found between the negative influence of economic requirements with regard to social expenditure on the one hand and the repercussions of social adjustment on the ability of the social security systems to guarantee an appropriate level of protection on the other.

I am sure that our countries are aware of the important role of the ILO in this field through standard-setting and technical support given to its Members, and that we are seeking ways to reduce poverty through social security.

Costa Rica will, next August, be celebrating the 50th anniversary of the enactment of Social Guarantees and the Labour Code by the Government of Dr. Rafael Angel Calderón Guardia, father of our present leader, Rafael Angel Calderón Fournier.

Social legislation has helped Costa Rica in this period to enjoy justice and harmony between capital and labour and this has contributed to peace and an absence of social upheavals. Today, the decisive challenge facing us is to bring our legislation up to date without undermining any of our basic principles, to modernize our labour laws so that we do not fall behind the requirements of the twenty-first century which is only a few years away.

I would once again like to congratulate the Director-General on his Report and reiterate the gratitude of the Government of Costa Rica for the excellent work being carried out by the ILO to foster and ensure that the development and adjustment processes under way in our nations go hand in hand with mechanisms and programmes guaranteeing the existence of a model of social justice which is so very important, in terms of an economic model.

(The Conference adjourned at 1.15 p.m.)

Eleventh sitting

Tuesday, 8 June 1993, 3.30 p.m.

Presidents: Mr. Badey and Mr. Tabani

FIRST REPORT OF THE FINANCE COMMITTEE OF GOVERNMENT REPRESENTATIVES: SUBMISSION AND ADOPTION

Original Russian: The PRESIDENT (Mr. BADEY) – The first item on our agenda is the first Report of the Finance Committee of Government Representatives.

I call on Mr. Chotard, Chairman and Reporter of the Committee to submit the report.

Original French: Mr. CHOTARD *(Government delegate, France; Chairman and Reporter of the Finance Committee of Government Representatives)* – I have the honour to submit to you the First Report of the Finance Committee (published in *Provisional Record* No. 4A) in which a resolution is submitted authorizing Romania to participate in the vote.

The Finance Committee has adopted a resolution. Taking account of the financial measures adopted by the Conference in 1990 regarding the payment of arrears and, moreover and in particular, of the fact that Romania had brought its payments up to date on 5 February 1993 by settling the amount outstanding from 1992, it is proposed that, in conformity with paragraph 4 of article 13 of the ILO Constitution, Romania should be given authorization to participate in the vote.

Original Russian: The PRESIDENT (Mr. BADEY) – If no one wishes to take the floor, we may consider that the report is now before the Conference and that we have adopted the report itself, that is paragraphs 1 to 14, as well as the resolution which is appended to the report.

(The report, paragraphs 1 to 14, is adopted.)

RESOLUTION CONCERNING THE GRANTING TO ROMANIA OF PERMISSION TO VOTE UNDER PARAGRAPH 4 OF ARTICLE 13 OF THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANIZATION

Original Russian: The PRESIDENT (Mr. BADEY) – Adoption of the resolution concerning the granting to Romania of permission to vote, under paragraph 4 of article 13 of the Constitution of the International Labour Organization, requires a two-thirds majority, in accordance with paragraph 5 of article 19 of the Standing Orders of the Conference. This should be a record vote. However, since the delay in the payment of Romania's contribution was not significant, yesterday I submitted to the Conference on behalf of the Officers and in accordance with article 76 of the Standing Orders a unanimous proposal aimed at suspending article 19, paragraph 5, of the Standing Orders and proposing that we adopt this resolution by consensus.

If there are no objections I shall take it that this proposal is adopted.

(The proposal is adopted.)

Original Russian: The PRESIDENT (Mr. BADEY) – We now move to the adoption of the resolution itself. If there are no objections I shall take it that the resolution is adopted.

(The resolution is adopted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Russian: The PRESIDENT (Mr. BADEY) – We shall now continue our discussion on the reports of the Governing Body and the Director-General.

Original Spanish: Mr. E. RODRIGUEZ *(Minister of Labour and Social Security, Argentina)* – I should like to begin my statement by congratulating the President on his election and the Director-General on the theme selected for his Report to the 80th Session of the International Labour Conference.

Social security and social protection schemes in member States have changed substantially since the Second World War.

Today they are complex systems characterized by a greater degree of solidarity between the young and the elderly, the employed and the unemployed, the healthy and the sick, as the Director-General rightly points out.

The Government of my country, which took office in 1989, has accorded particular importance to the questions of social security and the modernization of the industrial relations system.

In order to implement a social protection system we first had to stabilize the economy and to put an end to inflation, which is basically a tax on poverty that destroys any type of social security system.

Then it was necessary to deal with the problem of employment, without which it is impossible to think seriously of any effective social security.

This year we introduced an extensive and intensive social plan which is designed to create jobs, reconstruct the health services, extend them to all our elderly and provide unemployment insurance for unemployed workers.

We are introducing a reform of the benefits system in various stages and modernizing our labour relations system.

Looked at as a whole, both initiatives are designed to increase savings investment with a view to increasing employment and improving the necessary link between the productivity of the economy, labour productivity and workers' incomes.

The current social security legislation has become a bottomless financial pit. In our country, expenditure in this respect rose from 3.3 per cent of the GDP in 1977 to 7.1 per cent in 1992 without in any way solving the structural problems of the system nor providing benefits to retired persons and pensioners.

Our Government decided on a total reorganization of the social security system which is now being adopted by Parliament, by combining action by the private and state sectors.

The workers' contribution of 11 per cent will be administered by pension and retirement benefits bodies, be they private or public, as selected by each and every worker.

The employers' contribution, which as in the present scheme will be 16 per cent, will be administered exclusively by the State in a system of redistribution on behalf of the less well off.

The new system means that the savings of the workers will ensure the payment of just benefits at the time of their retirement; but at the same time the investment of these savings will enable us to generate new employment which will benefit those workers who are still active.

In the preliminary bill on the modernization of industrial relations which has been proposed to Parliament and the social actors in a draft text before the adoption of a final version, the Government sets forth a thoroughgoing reform which calls for the regulation of part-time work, an item which we find on the agenda of this very session.

Part-time work is designed to promote employment in sectors of the population at present outside the labour market, such as women and young people; but such contracts also provide the employer with the opportunity of recruiting workers for precisely the necessary period of time.

Part-time work began to be introduced in the industrialized countries at a time when there were demands from trade unions for more free time and a better distribution of available jobs.

For example, in France in 1982, when the workweek was reduced to 39 hours, employers were exempted from social contributions in respect of the young workers they recruited.

In Italy the objective of these reductions in hours of work was to prevent the collective dismissal of workers.

Workers who are recruited in this way will have the same individual and collective rights as those accorded to full-time workers.

Social contributions will be based on the amount of time actually worked and remuneration and other economic benefits will be calculated on a proportional basis as prescribed by law or the collective agreement applicable to full-time workers.

The Director-General, in his Report, makes a number of statements regarding the role of the ILO and therefore this is a good time to make a few remarks on the future of the ILO.

Tripartism is a method, but it is also a style for building consensus among different interests, interests which quite often are opposed. This has been in fact the ultimate reason for the survival of the ILO.

The major changes that have taken place at the political, economic and social levels throughout the world have brought in their wake changes in industrial relations and social security systems in member States.

It is these changes which make it necessary to construct a new paradigm.

This will give legitimacy to the current state of knowledge on this issue, but it will also create opportunities for recognizing the need for building new forms of consensus.

It will enable us to develop, in a rational fashion, a new system of industrial relations and social security in which the ILO will have a major role to play.

It will be useful for establishing theories to explain and forecast the development of industrial relations.

It will, finally, help us to define development of a new rational structure and influence public decisions in our countries.

In this way the ILO can discuss, propose and even confront issues in the labour and social security fields at the highest international levels.

But, in order to do so, the ILO has to keep in step with the changes at the political, economic and social levels which the Director-General has outlined for the Conference. It is therefore essential to launch a far-ranging debate on the need to revise most of the international labour Conventions which were established to meet the needs of other periods of history.

This review of international labour Conventions has a specific meaning.

If we maintain the all-encompassing state system, then what happens is that clandestine work increases enormously and the maintenance of international labour Conventions in their present wording might in the end make them into an obstacle to the various forms of national development, or could even make them obsolete.

In the speech given by Mr. Carlos Saúl Menem he said that the media have made the world into a global village.

In the same line of thought, we believe it is essential to establish a new organizational structure in the ILO based on decentralization of administrative and structural functions, as the Director-General has proposed.

We must therefore initiate a debate so as to reduce the relative weight of the structures which are centralized in Geneva and increase the functions of the regional and national structures.

This will undoubtedly make the technical cooperation system more flexible and efficient.

Our proposal does involve risks and difficulties, but we believe that the ILO will be able to maintain its relevance only if it is able to redefine the tripartite dialogue and its role within the international system of the United Nations.

I should like to say in conclusion that 1995 will see the holding of the World Summit for Social Development in which the ILO can play a special role and in the preparation of which it should participate.

For this Summit we could develop new proposals, both at home and abroad, to ensure that social policy, which should go hand in hand with economic policy, leads to the achievement of an integrated and supportive world that will enable us to resolve with social justice the problems of all workers.

Original Arabic: Mr. AL-SABBAH *(representative of Palestine)* – In the Name of God, the Merciful, the Compassionate ! On behalf of the Palestinian delegation I would like to extend my heartfelt congratulations to the President on his election and we are sure that with his competence and skill this session of the Conference will be a success. I would like also to congratulate the Vice-Presidents, and to thank Mr. Hansenne, the Director-General of the International Labour Office, on his important Report which deals with the social requirements of workers, and I would like to congratulate him on his election for a second term of office.

Since time immemorial humanity has fought against everything that threatened its existence and constituted an affront to its dignity. We can now judge the level of development and progress of a society by its ability to ensure peace and security for its population in the present and the future. And this has become a basic task of society and therefore social security, which includes social protection for workers in the present and the future, and ensures that human dignity is a measure of how far humanity has come in its development. And this becomes a dividing line between civilized and uncivilized behaviour.

Today, as we try to appreciate the gains which have been achieved here, we express our respect and appreciation for the great sacrifices made by the working class in the different countries of the world in order to maintain these gains and make them part of the realities of modern life. This makes us feel responsible for the protection of these gains, on the one hand, and their development on the other, so that they mirror other developments in society.

It is essential to set up efficient social security systems that guarantee social rights for workers and provide a secure future on the basis of social justice, so that they can work efficiently and overcome all obstacles which may contribute to feelings of alienation or exclusion. Efficient social security systems should cover all aspects of the world of labour and at the same time have regard for the social and human perspective including occupational safety and health, old-age, and other issues concerned with respect for human dignity.

Such a system will certainly reduce mistrust and hatred among the social partners, increase trust and feelings of security and certainly open the way for dialogue between the production partners on the basis of the mutual recognition of the rights and duties of each side.

The problem of social security has become increasingly important and it should be given the attention it deserves, particularly at the moment, when we are witnessing the effects of economic changes and structural adjustment in many countries, and which in some cases have led to high levels of unemployment, fewer employment opportunities and higher demand for social services.

Social security is thus essential at a time when the economy is suffering from the negative effects of structural adjustments. Whilst various countries are in a position to take appropriate measures in this field, the Palestinian people are not, particularly those living in the occupied Arab territories, as all social categories of workers are deprived of each and every kind of social security. Urgent solutions are needed particularly among Palestinian workers who are deprived of all the rights enjoyed by workers and recognized in the labour world. And what is more serious is the fact that Palestinian people in the occupied Arab territories are not just denied their rights to social security but also to life itself.

In fact, the killings perpetrated by the occupying authorities against the Palestinian people, particularly in the Gaza Strip after it was sealed off make it necessary for international community to take a firm stand and to protect the national rights of these people.

The need to protect the Palestinian people is due to the fact that the super-powers believe only in the power of violence, of force, of the law of the strongest. We call for the application of the Fourth Geneva Convention which was elaborated to protect the civilian populations during times of war, and occupation at a time when the Jews were deported under the Nazi occupation.

Original Russian: The PRESIDENT (Mr. BADEY) – There is a point of order.

Mr. BOOTH *(Government adviser, United States)* – The speaker is addressing a subject which will be discussed at a special sitting, and is also making comments about a member State which are not relevant to the subject we are discussing. I would like you to call him to order.

Original Russian: The PRESIDENT (Mr. BADEY) – I call on the speaker to confine his comments to the subject on our agenda.

Original Arabic: Mr. AL-SABBAH – ... I would like to emphasize that the question of social security is an urgent issue and we think that human development is also necessary, and an urgent problem. Therefore, we are requesting that the embargoes against the Libyan and Iraqi people be lifted. People should have the right to equal treatment at the international level and not have to suffer from aggression or injustice or oppression. This leads us to focus on certain issues.

Finally we would like to request that the international community and the super-powers in particular protect the Palestinian people and guarantee their right to return to their homeland, enjoy self-determination and establish an independent State.

Original Spanish: Mr. R. RODRIGUEZ *(Minister of Labour, Venezuela)* – On behalf of the Government of Venezuela, I should like to congratulate Mr. Abdel-Hak on his election as President of the 80th Session of the International Labour Conference.

For the third time in one year, it has also been my honour to congratulate the Director-General – Mr. Michel Hansenne, today, at the 79th Session of the International Labour Conference, and at the 13th Conference of the American States Members of the ILO. The topic of his Report is of particular importance, and I am happy to say that for the most part we share his views and agree with his proposals.

In these early years of the 1990s, Venezuela has experienced deep and painful changes. The three reasons which were given by the Director-General to explain why many countries are considering radical reforms in their social security systems – namely economic difficulties, imbalances resulting from the transition to more market-oriented systems, and the inefficiency in the administration of the social security institutions – are also the causes of the crisis which is affecting our society as a whole.

In our country, the economic difficulties that we are experiencing can be traced to the overwhelming burden of our foreign debt, and the relatively low price of oil on the international market in recent years. These factors have caused real per capita incomes to fall to levels not seen since the early 1970s. In this aspect, Venezuela has lost not one, but two decades.

Given the imbalances resulting from the process of economic restructuring, the angry reaction of those who had grown accustomed to the old rules of the game and of those who were benefiting from the *status quo ante* was only to be expected. Unfortunately, the conflicts in Venezuelan society today have become very acute due largely to the inadequacy of social services provided by the State.

The breakdown in ideologies and rigid dogmatism is opening the way in our country to a frantic search for innovative responses to the challenge of effectively organizing social transactions. The lack of clear benchmarks and widely shared objectives makes for a very dynamic situation in which conflict is unavoidable. Since 1989, for example, there have been more strikes than in the previous 30 years of democratic administrations.

The conflicts that we see in Venezuelan society today are coming to a head owing to the economic crisis. Consensus is even more difficult to reach because the competition for resources which have become relatively more scarce is a question of life or death for those who want to impose their interests and to preserve their power.

These are the circumstances that led to the tragic events of February of 1989, to the two attempted coups of last year, and to the recent suspension from office of the President of the Republic after a whole series of events resulting from the economic, social and political conflicts which President Pérez himself had fostered.

Fortunately for those of us who believe that liberty is the central condition for living in dignity, and that democracy is the political system which best guarantees liberty, the Venezuelan people's commitment to democracy has saved the constitutional machine from being replaced by dictatorial regimes.

The difficult trials that we have overcome have strengthened our society's attachment to democratic principles and have relegitimized the institutions on which our political system rests. The future will be quite difficult, but we remain optimistic.

It is clear that the socio-political situation in the last decade of the twentieth century is very different from that which we were contemplating only recently. Venezuela, like other countries throughout the world, feels the winds of the market economy. We therefore need to reaffirm the social role of the State and its responsibilities in guaranteeing the well-being of its citizens. The formulation and application of clear and effective policies is an inescapable responsibility of the national governments.

Last year we said that social security exists when the State is able to guarantee for its citizens the elements they need to develop their lives in an environment worthy of the human condition and in which they can develop their full individual potential. We realize that this objective required more than social assistance programmes since we also need to have economic conditions that permit sustainable growth of per capita income in a context of low inflation.

The economic measures that we have taken in order to guarantee the growth of production have led to temporary negative consequences for some of the less privileged groups of our society. Therefore, the Government has designed a series of programmes of subsidies and direct cash transfers to be administered by the Ministry of the Family and other relevant government departments to help such groups. We must emphasize that social programmes should not be viewed as unproductive expenditures; we have to recognize them as essential investments for achieving higher levels of economic development and social welfare.

Social matters cannot be separated from economic questions. Therefore, the restructuring of the economy requires a restructuring of social policy. Compensatory programmes aimed at countering poverty have been accompanied by decisions designed to strengthen social security.

The Ministry of Labour has been a decisive factor in introducing this new social policy, because we are firmly convinced that social policies should be timely, realistic and flexible.

In this sense we are converting the Ministry of Labour to the Ministry of Labour and Social Security, based on a set of programmes which will ensure a solid and efficient system of social security. This system includes 17 programmes that cover various areas of benefits for workers and their families.

I am not going to go into detail about the projects that comprise our Comprehensive Social Security System. However, I do want to make a brief comment on just one of these, the restructuring of the Venezuelan Social Security Institute (IVSS).

The reorganization of the IVSS is based on a radical decentralization and deconcentration of functions. With decentralization the regional states will be able to exercise direct control over the management of social security in their own jurisdiction. Decentralization reduces the distance that separates the population receiving benefits from those who direct the Institute, in this way enabling communities to demand results and to establish responsibilities for the proper management or the mismanagement of the social security resources.

Deconcentration, on the other hand, will promote the separation of the three funds that are administered by IVSS. This is a necessary step in order to ensure that all of them will be effectively managed.

Another one of the fundamental pillars of the reorganization of the IVSS is the decision to gradually incorporate the medical care provided by the National Health System.

It should be clear that these policies of decentralization and deconcentration which characterize the reorganization of the IVSS are not ends in themselves, they are merely a means to achieve universality and greater coverage, and to give meaning to the principle of solidarity.

In September of last year I had the very great honour of presiding over the deliberations of the 13th Conference of American States Members of the ILO. On that occasion, in our discussions of social security, we concluded that there were very few differences as regards the relevant standards. All of us agree on the need for a strong and efficient social security system and we all agree on the advantages of an integrated approach. It is just that we are not in agreement on how to achieve these goals. And if we do not agree it is not because we have differing points of views, but because we do not know which solutions are right for each country. This is what we must focus on. The pleasure of expounding on great principles should be replaced by a determination to find practical solutions which make social justice a reality.

Mr. McTIGUE *(Minister of Labour, New Zealand)* – Congratulations to the President on his election to the chair of the 80th Session of the International Labour Conference. We wish him every success for his term of office.

We welcome the interest of the ILO, expressed through the Director-General's Report, in promoting levels of effectiveness and efficiency in social security and social promotion and protection. My Government's economic and social policy reforms have the one overriding aim of greater security for New Zealanders.

Our reforms have included adjustments to the benefits system with a view to removing disincentives to work and targeting benefit fraud and abuse. We are proceeding towards major reforms in our health system, designed to deliver better value for money in the provision of health services while providing quicker and better services to the sick.

We have also introduced changes to make our accident compensation scheme fairer and more affordable. The overall strategy is one of making social protection more affordable and therefore more sustainable. Our belief is that the efficiencies we will unleash will produce higher quality protection for those who genuinely need it.

It is now two years since the New Zealand Government introduced major labour market reforms through the Employment Contracts Act. These reforms were necessary because of the poor performance of the economy in general and the labour market in particular.

The Employment Contracts Act is designed to promote an efficient labour market by freeing the options available to employees and to employers. The Act provides for choice over the type of employment contract employees and employers wish to negotiate – whether single- or multi-employer, individual or collective, occupational-, industry- or enterprise-based.

The Employment Contracts Act also provides for freedom of association. Employees and employers can choose whom they wish to represent them in employment contract negotiations. At the same time, an existing minimum code of statutory acts, which previously provided protection for only some workers, has been strengthened and extended to protect the rights of all employees, whether they be permanent or temporary employees, full-time or part-time workers.

There is already clear evidence that since the introduction of the reforms just over two years ago positive changes are occurring in the New Zealand labour market. The future looks more promising as a result. Employees and employers have used their new freedom to move decisively towards enterprise bargaining. Previously, collective bargaining in New Zealand was characterized by national, occupational-based awards with little relevance to particular workplaces. Collective bargaining continues to be a central part of the New Zealand industrial relations system. The structure of collective bargaining has, however, changed to enable employers and employees to better respond to the evolving demands of world markets in the 1990s.

A survey undertaken last year showed that by August 1992, 8 per cent of employees were covered by multi-employer contracts, compared with 59 per cent of employees prior to the Act. As at 31 March 1993, of the collective contracts lodged with the Department of Labour for statistical purposes, 97.5 per cent were enterprise-based.

Employees are also exercising their freedom to choose who will represent them. A wide range of bargaining agents are now being used, with unions continuing to represent large numbers of employees in collective negotiations. The Department of Labour's analysis of collective employment contracts indicates that 84 per cent of employees covered choose to be represented by a union.

The Employment Contracts Act and other reforms have created the right environment for sustained economic growth. The Swiss-based World Economic Forum ranked New Zealand as number one in the world for government policies designed to enhance competitiveness. Recent trends include the resumption of economic growth and substantial gains in export market share. This economic growth, the result of consistent policy application, is now showing itself through a marked increase in jobs. This positive trend in employment will be sustained through the Government's continued commitment to labour market policies that will ensure New Zealand remains in this leading position.

I would also like to mention the Government's commitment to the promotion of equal employment opportunities. Two key initiatives have been taken with an emphasis on changing employer behaviour. The first was the establishment of a Joint Equal Opportunities Trust with private-sector employers. The Trust's aim is to use successful role models to alter the behaviour of those employers who are less inclined to initiate change themselves.

The Government's second initiative was the establishment of the Equal Opportunities Contestable Fund. The Fund supports projects which promote EEO policies and practices in the private sector. A number of successful projects have already been completed and we look forward to further progress in this area. The Government is keen to encourage the acceptance of EEO practice as sound business practice.

In recognition of the importance of skills to the individual in securing employment, the New Zealand Government is currently also engaged in reforming education and training in New Zealand. These reforms are designed to provide a basis for improving New Zealand's most important resource – the skills and competence of the New Zealand people. For the purposes of this address, I want to concentrate on two major components of these reforms: the national qualifications framework and the industry skills training strategy.

The national qualifications framework is designed to encourage New Zealanders to learn and continue learning. The national qualifications framework will, for the first time, bring a consistent approach to education and training, offering a variety of pathways for people to gain nationally recognized qualifications. These pathways will include senior secondary schools, polytechnics, universities, private training establishments and workplaces. The competency-based assessment procedures upon which the national qualifications framework is based will allow students to both gain and build upon their credentials in the context which is best suited to them.

The industry skills training strategy is designed to extend high-quality, systematic industry training, linked to nationally recognized qualifications, to new areas of industry, and to increase its depth where it already exists. The strategy is based on the concept that industry is best placed to assist in fulfilling its current and future skill needs. Greater control of government resources applied to industry training is therefore being progressively transferred to industry training organizations. These organizations will be responsible for setting skill standards in their industry and developing and promoting training packages to meet these standards.

New Zealand is heartened by the many significant changes that are currently taking place in the structures and management of the International Labour Organization, which should make it more relevant and better equipped to serve its member States. We admire the readiness of the Director-General to respond to the challenge of bringing the Organization closer to its member constituents and commend the progress he has made. Reform of an organization like this one requires courage, determination and ongoing commitment.

The Governing Body's Working Party on Improvements in the Functioning of the International Labour Conference, which concluded its work last November, achieved exciting results which will encourage the more efficient use of our time here and result in substantial savings for both the Organization and its member States. We look forward to participating in shorter and more effective future Conferences.

I was also delighted to hear about the successful outcome of the Working Party on Improvements in the Functioning of the Governing Body of the ILO, which concluded its work last November. We particularly value the contributions that were made in the area of health. But there is still room for much more to be achieved. In particular, equally encouraging reforms should result from the in-depth examination of the standards apparatus which is currently under way.

As the Director-General well knows, there is a long way to go. We wish him well on his journey, and assure him of New Zealand's continued keen interest and strong support.

Original Spanish: Mr. NAVARRO LOPEZ *(Government delegate, Spain)* – I congratulate the President on his election and for his skilful direction of the proceedings of this session of the International Labour Conference. I should like publicly to express my satisfaction at the appointment to such high office of a representative of the Arab community to which we are bound by such close ties of tradition, culture and friendship.

The Report presented by the Director-General at this session of the Conference, in which reference is made to developments in the social security systems of member States as well as to the role that can be played by the ILO in increasing the effectiveness of those systems, is evidence of the firm commitment of the Organization to achieving higher levels of well-being worldwide as well as of the vital role played by mechanisms of social protection in pursuit of that goal.

It is essential for there to be social security systems that are sufficiently developed to extend their coverage to the whole population and offer a full range of economic, health and complementary benefits which can make possible the prevention or mitigation of the various contingencies that can arise.

However, if these principles of protection are to be fully effective it is also essential that they should be designed and operated so as to meet realistic criteria and be in accordance with each country's possibilities. They must be put on a rigorous and stable financial basis in order to guarantee their viability.

In any event the temptation must be avoided to act on levels of social protection so as to make the beneficiaries of these systems bear the consequences of the worldwide economic crisis, on the pretext of solving the problems deriving from that crisis. The aims of making the economy competitive so that it can cope with the problems of recession and loss of market share and of achieving favourable positions in the international community cannot be obtained by giving up the minimum guarantee of the basic needs of workers and citizens in the member States of the ILO.

This would mean forgetting the urgent necessity to link economic development and social development, of which social security systems are a vital part.

Aware of this dual necessity Spain has, for the past ten years, been carrying out a sweeping reform of its social security system, with the major participation of the social partners. This has strengthened the public character of social security and has now put us in possession of a modern system of protection which is well balanced and is much better equipped to achieve its aim.

This great process of reform is gradual and phased and has affected four major areas.

First of all, adjustments in eligibility for and means of calculating contributory benefits, which mean a drastic reduction in the level of benefit fraud, a redirection of resources and emphasis on the contributory and proportional nature of these benefits in order to consolidate the system of protection and avoid the possible danger of insolvency of the system.

Secondly, it means a reform of financing so that the contributory benefits are covered basically from contributions while the non-contributory benefits are financed essentially from tax.

Thirdly, there are reforms in management and administration, with particular impact on the area of collecting through the establishment of a special collecting administration, including compulsory debt recovery.

With these reforms the Spanish system of social protection has been brought into line with the international labour Conventions and Recommendations as reflected in the Director-General's Report. In conformity with those standards:

- the system has now universalized its coverage by extending to the entire population the right to disability and retirement pensions, health benefits and social services;
- the system has also notably improved the content of its benefits. In regard to pensions this is manifested in the maintenance of their purchasing power by indexing pensions to cost-of-living increases as well as by a notable increase in smaller pensions.

The system has strengthened measures to provide for the care and social integration of the disabled and to ensure the welfare of elderly persons.

It has established a comprehensive and flexible protective system through a harmonious combination of two methods: the contributory system, which is aimed at providing income replacement for workers and their families, and the non-contributory system, which is intended to provide an income sufficient to meet the needs of the disabled and elderly who, not having ever worked, or not having worked for a sufficiently long period of time, are excluded from contributory benefits and have insufficient means for subsistence.

Finally, the system has now extended its coverage with the existence of complimentary regimes, individual or company pension plans and funds which workers can join privately or through their employers in order to improve their benefits.

Although advances such as those achieved in my country can help to restore confidence of those who aspire to social protection systems, which are socially just and economically viable, we must not forget the existence of major difficulties in the consolidation of these systems, which are clearly reflected in the Directort-General's Report. The ILO has a key role to play in overcoming these difficulties in the area of multilateral technical cooperation for less developed member States or those that are passing through major socio-economic change. In those States systems of social protection are of critical importance for cushioning the effect that socio-economic adjustment measures may have on the satisfaction of needs which comprise the ideal coverage of social security systems, as compiled in the Social Security (Minimum Standards) Convention (No. 102).

Thus new horizons are opening up for the ILO's work, hardly explored to date, in which the more developed countries should also participate in order to give practical expression to the principle of international solidarity.

This is illustrated, for example, by the agreement which was signed by the social security ministers of the countries of the Ibero-American community at their meeting in Madrid on 17 and 18 June 1992 when they declared their intention of giving resolute support to the coordination of general and specific, multilateral and bilateral cooperation programmes to enable the development of their systems of social security to serve the aim of social progress. In this context of internationalization of social security systems, mention may be made of the adoption of an Ibero-American social security code as an international standard, to serve as a general framework for the definition of the contents of social security, to enable the orientation of the evolution and development of the existing systems in a common process based on respect for the particular features and possibilities of each country and, finally, which can gradually and flexibly become a minimum standard for social protection throughout the region.

In conclusion, it only remains for me once again to stress the timeliness of the theme proposed for our reflection by the Director-General whose Report provides so telling an analysis of one of the greatest challenges facing the ILO at the end of the century. The solutions proposed in the Report, with which we fully agree, are based, as has been the case for the past 75 years, on the essential work of the ILO, its principles, its legal instruments and its means of action.

Mr. GIUGNI *(Minister of Labour, Italy)* – I would like to congratulate the President on his election at this session of the International Labour Conference. We are about to elect the Governing Body, which will have the difficult but stimulating task of playing a determinant role in implementing the guidelines established by the Director-General, Mr. Hansenne, just after his re-election. To him I want to reiterate my warm and sincere congratulations. In the spirit of those guidelines, we should try to invest our Organization with "the means of intervening in a credible and effective manner in the main international debates, where the financial and economic orientations are being decided".

The conviction is gaining ground that it is impossible to make headway with democracy without having a blueprint of it. In our view of democracy, the political, economic and social aspects all interact, and it is the interaction which enhances the freedom of all men and women.

In such a perspective, cooperation is needed to formulate proposals and promote agreements and common objectives. If we proceed along these lines, the specific role of the ILO shall itself be enhanced.

Economic stagnation, grave problems of structural adjustment, persistent business-cycle difficulties and the resulting growth in unemployment, increased migration and worsening pockets of poverty: the combination of all these factors makes for rather bleak prospects. Tackling them requires: (a) enormous planning efforts; (b) consistent initiatives to identify objectives and priorities; (c) selective and judicious use of resources to maximize their social impact.

The great question we now face is not whether or not to maintain the Welfare State. It is how to make it workable. The Welfare State has been badly hit by the contraction in financial resources. It is suffering from the consequences of changing demographic trends and changing attitudes. Solutions to these problems are urgently needed all over the world. There is a need both for a new pact between social partners and between generations and for more specific and better targeted public action.

I agree with the point made in the Director-General's Report. It is not always possible to export the experience of one country or of a particular geographical area to other countries or areas. None the less, the convergence of objectives, as specified in the relevant ILO regulations, remains of fundamental importance.

The upheavals occurring in today's world increase the need for certain and universal principles which can become the cornerstone of mutually established and accepted rules.

I would like to underline, however, that in my country, as elsewhere, we are fully aware that the fundamental principles of the universality of services, of the "individualization of rights", and of equal treatment, require solutions which are in keeping with the new cycle of social policies.

Any reform of social security institutions must take account of these processes.

One of the first achievements in my country was the reform of the mandatory retirement system. This was discussed for 15 years but approved only recently. It has been operating since early this year.

This reform aims to improve efficiency, promote uniform treatment especially with regard to retirement age, and develop supplementary retirement schemes based on voluntary pension funds. These funds are also intended to increase savings and investments.

A specific feature of the Italian experience, which is also of interest abroad, has been the constant search for social consensus on ways of achieving a vital objective, namely that of maintaining and developing the welfare state while adapting it to meet new conditions.

This aspect is now being discussed in detail as part of tripartite negotiations currently under way. This is a model of social collaboration which will bear fruit, I hope, in a few weeks.

We must continue in this direction, redefining social security as we do so in the light of the qualitative changes taking place in employment relations.

The systems currently in force were designed to meet the needs of career employment lasting an entire working life. They are quite inappropriate to the new and diversified employment relations, which may vary according to the age and circumstances of individual workers.

For this reason, we are keenly interested in the conclusions of the committee dealing with part-time employment, which has at long last been put on this Conference's agenda.

We hope that in 1994, this Conference will submit for approval a Convention combining provisions for the protection of workers and provisions for the promotion of part-time work, and I hope it will be the first in a series of initiatives to develop flexible and diversified types of employment.

In my opinion, a major step towards the formulation of such a Convention will be a complete definition of a system for ensuring that part-time workers enjoy the rights granted to all workers in general.

The challenge for the ILO will be to establish a set of rules promoting flexibility while ensuring the maximum of protection as part of an active employment policy.

A higher-level policy commitment is required in this direction. That it is urgently needed is clear from the forecasts recently published by the OECD on economic growth and employment. The need to apply new tools to the labour market makes transparent rules, agreed by all the parties concerned more, rather than less, necessary. In this context, ILO standards play a fundamental role even with respect to social policies elaborated by other institutions, such as the European Community.

ILO standards, in fact, must be the common basis of international social policies. Italy has always been guided by this principle. Of no less importance is the process of revising agreements currently in force.

A final but very important point of concern to us all is the action being taken to secure approval of the Convention and Recommendation on major industrial accidents. Just a few days ago in Sicily, my country was faced with a major industrial disaster in which seven workers lost their lives. Safety at the workplace and training on how to deal with emergencies must become fundamental principles in all our countries. Furthermore, we must persevere with our efforts to establish close links between the enforcement of rules and technical cooperation.

The activities of the Turin Centre in this and other areas represents a major success on the part of our Organization. I would like to take this opportunity to thank the Centre's Director: it is widely acknowledged that the 1992-95 development plan is producing satisfactory results, and the recent visit by the United Nations Secretary-General Mr. Boutros Boutros-Ghali is evidence of the international prestige enjoyed by the Turin Centre.

I am confident that the financial constraints on our activities will not reduce their effectiveness; the priorities already established in the 1994-95 programme will surely produce positive results. This is also due in part to the positive approach to interdepartmental projects and multi-disciplinary teams.

In this period of major upheaval and potential fragmentation, the ILO has a great asset, and that is tripartism. We must continue to exploit this valuable feature.

Original Spanish: Mr. BUSTOS HUERTA *(Workers' delegate, Chile)* – I should like to begin by congratulating the Director-General on his excellent initiatives in modernizing the ILO and giving new impetus to its work. He has proposed the efficient use of teams to implement tripartism, social consensus-building and high-quality international cooperation to match the changes that are taking place in society as a whole.

In my statement, I shall refer to the following topics: prevention of major industrial accidents, part-time work, social security, and the role and mandate of the ILO.

The second discussion on the prevention of major industrial accidents will enable us to adopt a Convention and a Recommendation to adequately regulate this area. Governments, employers and workers have an obligation to ensure that the development of productive activities cares for the life of workers, the balance of nature and the quality of life of the entire population. Economic development cannot contribute to destroying or impoverishing human life.

However, the current unbridled and wild race for development based only on material factors is producing imbalances in natural and in human terms. Therefore we unreservedly support the ILO's timely initiative and we hope that it will result in the instruments required in order to overcome this problem.

The discussion on part-time work analyses in a timely fashion this topic, which is an inherent part of our economies in the current circumstances. In recent years, part-time work has become evermore common. It is no longer an occasional nor exceptional form of work. We workers are not opposed to this type of activity, but neither do we want to see it replace full-time work. We believe that when part-time work is freely accepted without being imposed arbitrarily, it should be regulated on the basis of justice and equity so that the requirements of economic development are in harmony with the interests and the rights of workers as human beings and as the main factor creating wealth.

Traditional employment regulations are inadequate for this new type of work. We must therefore use our imagination to find the appropriate legal and social protection mechanisms to cover the question of part-time work. The ILO, by undertaking a study of this topic, is showing its clear-sightedness and reacting in a timely fashion to new situations arising from modern development.

As a Chilean, I cannot fail to express my appreciation for the very perceptive study conducted by the ILO on the social security system in Chile. I totally share the conclusions contained in the Report with respect to the system in our country, which basically is the same system that was imposed upon us by force by the military dictatorship. It has not been able to be changed because the Government lacks the majority in one of the houses of Parliament, because of the presence of the "appointed senators", which is an institution that we inherited from Pinochet.

The system that exists in Chile is not one of social security, but rather a series of individual insurance schemes. Its underlying principles are not those which characterize social security. Those who admire the system now in place in Chile should ask themselves this question: Do they want a system of social security or do they want individual insurance policies? Given the importance of this topic, the answer to the question should be found through democratic consultation and not in an authoritarian manner, as was the case in my country.

The system that now exists is not universal. One-third of the labour force is not covered. Another third is included in the system but does not keep its contributions up to date, and therefore is unable to receive benefits. Most of those whose contributions are not kept up to date are in a situation in which the employers have indeed deducted this money from wages but have not met their obligation to turn this money over to the ensuring institution.

As all of us know, the system is financed exclusively by the workers, which is unjust. The employers and the Government are not assuming their obligations to cooperate in the system of social security. Despite this, the funds collected are not managed by the workers, but rather by special agencies without any participation by the contributors. Some trade union organizations recently have begun to establish such bodies, but the market is dominated by very powerful groups which were established during the dictatorship and which manage the largest part of the workers' resources, thereby obtaining very high profits.

The Chilean trade unions will seek every opportunity to change the system, particularly by extending coverage to all workers, establishing social solidarity mechanisms and obtaining recognition of our right to administer our own funds.

Finally, I should like to state our categorical support for the International Labour Organization, given the important role that it has played in the humanization of labour relations and in conferring dignity upon work throughout the world. At a time when we see unbridled capitalism arising in new forms, the ILO has more than ever an important role to play. We are not opposed to the challenges of a modern economy which forces us to seek institutions and mechanisms that can respond to a very new type of reality. But this quest to adapt labour relations to the modern economy should be carried out with full respect for the basic rights of the individuals involved. We cannot accept that a legitimate search for greater efficiency can only take place at the expense of ethical values and human dignity.

This inevitable adaptation of labour to the modern world should be a joint enterprise of governments, employers and workers. Only in this way can we ensure that we can obtain economic efficiency with respect for the rights of workers. Therefore, tripartism, the basic principle of the ILO, is as relevant as ever. In our modern world there is more room for tripartite agreements than in the past.

In our country we have managed to reach important tripartite agreements, and this is the beginning of a long road in search of agreements that will enable us to leave behind the traditional confrontational power struggles which are not of benefit to anyone.

This is just the beginning of a process which has not led to concrete agreements at the level of the enterprise or productive sectors. We do not yet have a permanent system of relations capable of taking binding decisions. However, despite their limitations these tripartite agreements have been a very important factor in my country's political stability and successful economic management. Hence the observation that the constraints of this process should not prompt us to cast it aside but rather, on the contrary, to see how we can overcome these problems in order to continue forward in the same direction, with more energy and more quickly. The ILO therefore represents for us a point of reference and an irreplaceable source of support.

The critical comments that may be directed against the ILO, as against any human undertaking, cannot affect its underlying principles. It is precisely the tripartite nature of the ILO which is the key factor that has enabled it to obtain the significant achievements recognized by all.

Therefore, speaking on behalf of the Single Central Organization of Chilean Workers (CUT) and of all the workers of Chile, we express our full support for the work that is being done and should continue to be done by the ILO, and we once again congratulate the Director-General and express our special appreciation to the Workers' Education Branch for the effective and professional work which it is doing in our country in the field of workers' training.

Original Arabic: Mr. BEN SEDDIK *(Workers' delegate, Morocco)* – I should first like to associate myself with the congratulations offered to Mr. Abdel-Hak on his election to the presidency of the 80th Session of the International Labour Conference. I am sure that he will guide the proceedings of the Conference to a successful conclusion. On behalf of the Moroccan workers and on my own behalf, I should also like to offer warm congratulations to Mr. Michel Hansenne on his brilliant and well-deserved re-election to the office of Director-General of the ILO. I further associate myself wholeheartedly with the many justified tributes to his personal qualities and his tireless efforts on behalf of our Organization.

I also wish to commend both the relevant choice of social protection as the subject of the annual Report of the Director-General and the quality of the Report, which describes in admirably clear terms the challenges facing social security systems throughout the world.

In the course of this century, social security has become well-nigh universal, usually thanks to the campaigns waged on its behalf by workers and the trade union movement. It is one of the greatest and finest achievements of modern times and traces its origins to one of the perennial features of organized human society: provision for the future and solidarity between generations, between the active and the unactive and between the "haves" and the "have-nots".

As clearly noted in the Report of the Director-General, social security and protection systems are everywhere suffering the consequences of economic uncertainty and bottlenecks in development, a worsening employment situation, stagnating production and, in many cases, stark inequalities leading to marginalization and despair in ever larger sectors of the population.

Basically, it is the very idea of social security and protection that has come under attack over the past decade. So-called adjustment programmes, introduced in the guise of remedies based on pure economic theory and obeying solely the law of supply and demand, were unjustifiably and cynically used as a pretext for freezing or even dismantling social security schemes and usurping the resources available for social solidarity.

As noted in the Report of the Director-General, an urgent need to improve social protection machinery has been felt in some cases, especially in what are called the developing countries, at the very time when the resources available for that purpose are dwindling.

It is equally true that in some cases, in the same category of country, including my own, social security funds – which represent workers' contributions exclusively and are therefore the private and, in principle, inalienable property of the workers – are transferred by government decision and against the will of the workers to the state coffers or used for forms of investment devoid of social content.

These social security systems thus show sizable surpluses – albeit in accounting terms only because the public authorities prevent their distribution among the workers and oppose any increase in benefits.

Such denials of social security are the direct upshot of a series of abuses of power that flout the very principle of tripartism: here we have social security systems to which the State does not contribute – civil servants having ad hoc systems of their own – and yet the government blithely takes over their deliberations from the social partners, taking decisions in their place, ignoring their deliberations and very frequently presenting them with a fait accompli.

As a result of this type of government behaviour in flagrant contravention of national social security law, workers have been deprived of the benefit to which their contributions entitle them and have had to make do with derisory and stagnant allowances, although their social security fund is recording substantial surpluses and paying them over to state financial institutions for uses beyond the influence of the social partners.

We see the same type of behaviour, which flies in the face of social solidarity, when governments try to entrust private – basically profit-making – bodies with the management of the basic compulsory system of medical coverage for workers, although international experience in that area has shown that solidarity is the key to efficiency, cost control and to the viability of such systems.

This 80th Session of the International Labour Conference provides us with a golden opportunity to remind public authorities that what workers contribute to social security systems are contributions to a work of solidarity and collective insurance and not an additional tax payment that can be channelled by the government at will into the public kitty or into uses that are bereft of social content.

The purpose of this commonsense reminder is to achieve a return to sound principles of tripartism and also, especially in cases where the State does not contribute to the social security system, to ensure that the social partners are left free to negotiate, to determine the level of contributions and benefits, and to actually administer social security.

It should be borne in mind that social protection is not a luxury but an absolute necessity for countries in the throes of a development crisis that promises to persist, and also that the introduction of social security in our countries represented a dual and highly valued achievement – in social terms and in national terms – enabling our peoples to rejoice at having finally triumphed over the injustice of the colonial regimes with their discriminatory social protection arrangements. One can then appreciate that the working masses set great political store by social security and a viable social security system.

If we consider the impact on economic activity and national production of the circulation of social security funds, the tremendous importance of safeguarding this asset for the workers and the unparalleled value of its contribution to well-being, prosperity and social justice will become clear.

The ILO has a prominent all-round role to play in this connection and I warmly congratulate the Director-General on having highlighted in his Report the means whereby the ILO can meet the needs of its constituents.

I should like to add – voicing the Moroccan workers' desire to see the ILO playing an increasingly prominent role – that we must never lose sight of the original aims for which the Organization was founded. Its mission focused on workers and their well-being. The ILO's technical assistance is a valuable asset and will prove even more effective if it ensures that workers are given a say everywhere in order to defend their interests and improve their lot. It is in this spirit that we should be on our guard against the inertia of many governments in dealing with the expert opinions and reports of the ILO, which, though often excellent, tend to gather dust in the drawers of government offices.

(Mr. Tabani takes the chair.)

Original French: Mrs. SMET *(Minister of Employment and Labour, Belgium)* – Allow me first of all, to wish the President much success in his task of leading the Conference.

More than ever we should welcome the fact that those responsible for the world of work in member States are able to meet and work intensively together during these few weeks in Geneva.

The Conference, in fact, bears witness to major economic and social developments which, if we are not careful, could well undermine the general confidence in our social protection systems or pose a challenge to the authority of international labour standards. I should like to develop these comments.

The present situation of the economy and employment is a challenge to the solidity and the permanence of our insurance and social protection systems.

We all seem to be beset on the one hand by a determination to go on liberalizing international trade for the benefit of growth, employment and equity, and at the same time, on the other, by the enormous problems of poverty, unemployment and economic recession.

These challenges require us to think hard about ways and means of maintaining or improving social protection, particularly on behalf of the most underprivileged, as well as about initiatives for creating the maximum amount of jobs.

An organization such as the ILO needs to ask itself about the causes of and the remedies for the disparities in our social insurance schemes which either divide groups of member countries in different stages of development or have not prevented a dual society from emerging in the industrialized countries, even though they are the ones best equipped to extend general social protection to the greatest number.

Belgium, confronted by low or even negative growth and an enormous fiscal deficit, does not intend to call in question the foundations of its social protection system. On the contrary, it is seeking in very difficult economic circumstances to maintain the financial and high-level protection of the system.

The Government is, together with the social partners that are closely involved in managing the system, examining the changes that have to be made and the improvements that are desirable in the administration of the social protection system.

The Director-General's Report confronts us objectively with the major issues of the future of social protection to which the ILO will need to devote a considerable amount of reflection and technical cooperation.

In my country one question which is of concern to me in this context is how to reduce labour costs and make possible the creation of carefully targeted and sectorally concentrated employment for poorly qualified workers with few skills.

This question is a challenge to the financing of social protection which in my own country undoubtedly rests too much on workers' contributions.

This question also arises in the broader framework of Europe at large. This is certainly going to be a subject that I shall be addressing in greater depth with my European colleagues and the social partners during Belgium's presidency of the Council of the European Communities starting next month.

Furthermore, within the framework of the European community but also within that of the Council of Europe and the ILO, Belgium would like to see vigorous international social standards which provide a framework for these economic and social changes.

In the industrialized countries we are threatened by two lines of argument. On the one hand, governments and parties tend to talk about the exorbitant cost of social protection to justify the reduction or abolition of social rights, while others seek to play down the legal authority of the bodies responsible for supervising international social standards to safeguard national freedom of action.

These are two major dangers which all of us here must face with the support of the Office. Having studied the Programme and Budget proposals for the next biennium, I am glad to see that the ILO's standard-setting activity will remain the backbone of the Organization's work.

I should also like to congratulate the Director-General on his re-election which testifies to the confidence placed in him as head of the Office in the task of helping us to keep our bearings in these times of sweeping change, and is a recognition of the immense work done to reform the Office and to give the Organization the means of ensuring its credibility in very difficult budgetary circumstances.

I hope that the newly joined Members of ILO will have a stimulating effect, in their turn, on the Organization.

As they confront their difficult budgetary circumstances, our States must make a larger and larger commitment, alongside the Organization, in specific programmes beyond making simply their assessed contributions to the ILO.

As far as I – and my country – am concerned, I place great hopes in the ILO's programmes aimed at limiting the adverse consequences of child labour. The ILO has adopted a number of Conventions and Recommendations in this sphere, including Convention No. 138. But these texts will not in themselves suffice to solve the fundamental problem.

There is need in the field to encourage measures to reduce the scale of child labour, to counter the manifest and odious abuses, to provide more information on alternative activities, to improve training as well as protection.

Projects on too small a scale, too limited in scope will not suffice to achieve our aims. What we need to do is to support programmes and reforms of a lasting nature.

A number of Belgian television channels have screened the video *Shackled children*, an excellent ILO documentary which gave us all food for thought.

Having recently strengthened its own legislation on child labour, Belgium had a duty to contribute, alongside other European countries, to the financing of the IPEC programme for the elimination of child labour.

I appeal to other industrialized countries, too, to support that programme.

In its most deleterious and abusive manifestations, child labour reflects a tragic denigration of the dignity of human work and yet of which it is only really one form.

What is one to say about the lack of interest in work being done in the informal sector where the Director-General has also invited the Organization to take a more positive view?

Furthermore, in this time of growing unemployment and massive layoffs, is there not another form of denigration of human labour, namely a lack of recognition?

Some enterprises, all too frequently, forget their essential role in society, seeing only short-term profit and allowing themselves to be seduced by the prospects of immediate return on their productive equipment and material investment, ignoring and thereby devaluing their human capital.

We cannot stand by and allow technical and economic progress to leave the unemployed and poorly qualified jobseekers little if any chance of getting a decent job.

There is no room here for fatalism!

We must show greater solidarity in sharing out the work available.

Alongside initiatives, in the sphere of vocational training, apprenticeship, social and occupational integration, sharing the available work remains an urgent requirement and must be an integral part of employment policy. In this sense the use of part-time work deserves to be encouraged, although in order to make it attractive, part-time workers should benefit from a statute which guarantees the essential rights enjoyed by full-time workers. These guarantees could perhaps be made proportional to the time worked.

I am strongly in favour of voluntary part-time work, whether that work is taken on in order to escape from unemployment or the prospect of future unemployment, or whether it is chosen temporarily in order to provide a better match between home life and occupational activity, provided that the choice is not a choice only of women.

A genuine social statute of part-time work can help redistribute the available work and avoid or restrict the improper use of this kind of employment, thereby reducing the number of workers who are passive victims of the economic crisis.

It remains for me to thank the President and the Director-General of the ILO for their personal commitment to promoting the dignity of work and dignity at work throughout the world.

Mr. BONI *(Secretary of State for Labour and Social Policy, Poland)* – On behalf of the Government of the Republic of Poland and the tripartite Polish delegation I wish to express our congratulations to His Excellency Mr. Abdel-Hak on his election to the post of the President of the 80th Session of the International Labour Conference. I wish him and the Vice-Presidents every success in achieving satisfactory results in this Conference for the sake of the governments, employers and workers of all our countries.

I wish also to extend warm greetings to Mr. Michel Hansenne, Director-General of the International Labour Office, on the occasion of his re-election to this responsible post. Entrusting him with this function for another term of office is undoubtedly an expression of high appreciation of his performance as Director-General. His stewardship of the ILO is the guarantee of consistent implementation of the tasks which will be set before the International Labour Organization in the years to come.

It is incumbent on the present session of the Conference to define these tasks and the basic directions of ILO activities in the future. The ongoing reform of the International Labour Office, the organizational changes in the work and structure of the Conference and the Governing Body, as well as the need for considerable reductions of expenditure in many areas of activities result from the necessity to adjust to rapidly changing realities and needs, particularly in the context of the acute financial crisis.

These changes, however, should in no case affect the implementation of the basic aims of the Organization, nor efforts to meet the expectations of its Members. A more fundamental division of competence of specific structures of the ILO is a necessary condition of success of the ongoing reforms.

Poland supports the active partnership policy. We would like to see it as an instrument of a real determination to bring the Organization closer to the needs and expectations of its Members. This policy has a particular relevance in a regional dimension in dealing with problems of labour markets and social policy.

The Report of the Director-General, *Social insurance and social protection*, is a document of particular importance. It emphasizes the dilemmas and challenges which face governments of different States in the sphere of social policy. We must not disregard the fact that every member State, irrespective of the political and economic problems faced by its government, and irrespective of its geographical position, is under the obligation to observe the right of every individual to social protection, which is one of the fundamental human rights.

The situation prevailing in countries in transition is a specific one as has been correctly pointed out by the Director-General in his Report.

A transformation of the totalitarian system into a democratic one is a difficult and time-consuming process for it is carried out in conditions of economic recession, growing unemployment and high, although decreasing, inflation.

In spite of a distinct improvement in the economic situation in Poland in 1992, the social costs of the transformation process are still formidable.

In recent years, the share of social expenditure in Poland has started to grow rapidly. In 1993 it reached 21.4 per cent of GNP, compared to 11.5 per cent in 1990. The share of pension benefits over this period grew from 6.9 to 13.4 per cent of GNP.

The *sine qua non* of a successful continuation of the reforms initiated in Poland four years ago is social acceptance of the restructuring process and the joint efforts of the Government and the social partners, in accordance with the principle of social dialogue and tripartism.

In this context it is extremely important for the role of employers and their participation in the continuing process of further active transformation in Central and Eastern European countries to be substantially strengthened.

The tripartite negotiations which were held in Poland between the Government, trade unions and employer organizations in late 1992 and early 1993 could serve as an example of such a strategy.

The essence of these negotiations was to reach an agreement between the social partners on the basic premises of legal acts concerning the process and the instruments of privatization. Financial restructuring of state-owned enterprises, as well as guarantees of social security and social protection of workers of the enterprises under transformation, were also priority items in these negotiations.

The accords, reached as a result of the negotiating process, have become the substance of a tripartite social agreement concluded in February this year, which is called "Pact on State Enterprise in Transformation".

The implementation of the Pact has been suspended. The recent vote of no confidence, taken at the initiative of the trade union "Solidarnosc", resulted in a political crisis and the subsequent dissolution of the Parliament. However, the Government is ready to give effect to those Pact provisions which can be implemented and, at the same time, to ensure that in several months, after the elections set for 19 September this year, the Pact becomes a priority for a new Parliament.

In the days of the centrally planned economy, the scope of workers' social rights was very broad, although these rights were declaratory rather than real. The State, through its administrative and economic organs (including enterprises), guaranteed full employment. It also performed the role of an organizer and executor of almost all activities in the field of social policy. This approach to social policy had to change when the process of reform started.

As a starting-point for a programme of reforms in the social sphere, there should be a clear distinction between state responsibility in the field of social security and the responsibilities of the community and each adult member of the society. The role and scope of the social responsibility of the employer must be likewise more clearly spelled out.

It is our considered view that technical cooperation, one of the principal and particularly important components of the ILO's mandate, calls for reassessment and upgrading.

Until quite recently, Poland was only a recipient country of technical assistance implemented in significant part by the ILO.

At present we undertake our own assistance programmes with regard to other countries of Central and Eastern Europe, which have recently embarked on a difficult and costly path of transformation.

We would like to share our experience with these countries and assist them in reforming their labour markets and social policy with a view to bringing down the costs of transformations which they are undertaking.

In seeking to overcome our difficulties, we have succeeded in elaborating mutually agreed upon forms of cooperation between donor-implementing agencies and recipient countries. These forms of cooperation proved both workable and useful. Their best illustration is the implementation of the project to improve labour services, which is financed by the Swiss Government and executed by the ILO. Another relevant example is the "Social Dialogue" project, financed by the European Community under its PHARE programme.

The conclusion we have reached is that it is indispensable to combine the efforts of the ILO with those of other international organizations and institutions for the effective realization of technical cooperation. Such a combination of efforts, however, will not be feasible without mutual adjustment of the legal and financial rules, a measure which would go a long way towards facilitating the integration of activities both of the donors and the implementing agencies.

In 1994 the ILO will mark its 75th anniversary and the 50th anniversary of the Declaration of Philadelphia. I have the honour to inform the Conference that the national celebrations of these events in Poland will be held under the honorary patronage of President Lech Walesa.

These anniversaries are of particular significance for my country as well as for other founding members of the Organization. They should stimulate ILO Members to add new impetus to the work of the Organization, and to make it better prepared to fully implement its purposes and tasks. Poland is determined to make its own contribution towards this end.

Mrs. KELTOSOVA *(Minister of Labour, Social Affairs and Family, Slovakia)* – It is a great honour for me to be able to participate actively in this top venue of the world of labour. I am speaking on behalf of one of the most recent Members of the International Labour Organization – the Slovak Republic – which, however, as one of the two States succeeding former Czechoslovakia, had been among the original Members of the ILO.

Because of our former association with the so-called Soviet Bloc countries, for more than 40 years of State-paternalism the social sphere was constantly distorted by its subordination to economic development. Even the current transition to a market economy is having dramatic effects on the standard of living of our population and on the growth of unemployment (currently approximately 12 per cent). The State still to a large extent subsidizes education, health care, housing, transportation and other vital spheres of life.

On 1 September 1992 the Constitution of the Slovak Republic was adopted. It guarantees basic human rights and freedoms, political, social and other rights and makes special provisions for the rights of national minorities and ethnic groups. The current development of the social welfare system is primarily aimed at building a comprehensive system and an independent social insurance fund, separate from the state budget, which would leave open the possibility of autonomous and democratic forms of management and financing of social insurance. In extending social services, a good deal of support is given to non-profit, non-governmental organizations with charitable aims.

The main task of the new family policy is to abandon exclusively population-related aspects, and support the social and cultural functions of the family. One of the events organized in Slovakia as part of the International Year of the Family was the establishment of the International Centre for Family Study in Bratislava. This centre is currently financed by the Ministry of Labour, Social Affairs and Family.

This is far from the only example of how Slovakia shares the aims and objectives of the United Nations Organization, and particularly the International Labour Organization. It is for me both a great honour and pleasure to be able to announce that the Slovak Republic has the intention to ratify before the end of this Conference all Conventions that were adopted by the former Czech and Slovak Federative Republic. By the end of this year a few more will still have to be ratified.

I take the liberty of expressing my conviction that our admission to the ILO will be mutually beneficial. We do have ideas to offer, not only as regards East-West issues but also concerning North-South questions. For example, one of the leading topics of the

80th Session of the International Labour Conference is industrial accidents. Our experience, tradition and tripartite approach in this respect is comparable with the standards adopted by the developed democracies of the West. Since 1969 we have had an institutionalized labour inspection service in the form of a specialized state supervisory body. The participation of trade unions in the area of occupational safety has always been perceived as constructive assistance in the protection of the citizen – which means the employee.

On the other hand, as regards our young democracy, we will probably not avoid some developmental errors. The democratic State is a much more complex system than the electronic voting machine. All the more reason to tolerate a certain amount of error. Thus, we will value, especially now, the friendly assistance of the ILO. We would appreciate more direct and more concrete contacts with the ILO multidisciplinary team headquartered in Budapest. The team covering the ILO project for family entrepreneurship in Bratislava appears to be particularly promising. A permanent ILO Liaison Officer would be particularly important for us, especially as we face the potential increase of social and labour problems. We also maintain that the provision of greater assistance to the countries of Central and Eastern Europe should not necessarily result in an absolute increase of the budget and donation funds. A more efficient coordination of multilateral and bilateral assistance, elimination of duplication of efforts, and the cancellation of activities based on prestigious or other motives rather than a genuine intention to help would greatly improve our situation.

By way of conclusion I would like to express my sincere conviction that the ILO will successfully cope with the demands of the new world situation in the world of labour. We can offer our modest means to help it bridge its own period of transition. We wish you a lot of success.

Mr. BRERETON *(Minister for Industrial Relations, Australia)* – Australia was a founding Member of the ILO in 1919 and has always been active in its work. I am therefore particularly pleased to be able to speak on the subject of social protection, a matter of fundamental significance to both the ILO and to Australia.

The ILO can rightly claim to have played a key part in the spread of social security protection internationally. In 1919 there was no comprehensive system of social security anywhere. Now, on the eve of the ILO's 75th anniversary, such systems exist in many countries.

The ILO has made a remarkable contribution towards this achievement by helping to secure the recognition of social protection as a basic right. The challenge for all of us is to make adequate levels of such protection universal. Until this occurs, social justice is denied.

The difficulty of providing such protection is immense. There is an immediate threat to human existence from poverty, from famine and from war in many parts of the world. This has distracted international attention from the precarious situation of millions of people in many countries which lack fair and effective social security systems. The Director-General's Report provides a timely focus on this issue.

The Report before the Conference contains a clear strategy for improving the social protection of workers. The Australian Government supports the Director-General's analysis in his approach. The three-tier approach to protection suggested in this Report has much in common with Australia's experience. We have a social assistance provision through Government in many areas, from old-age and disability pensions to unemployment benefits and family allowances.

Australia also has a universal health-care system, called Medicare, which provides medical and hospital treatment for all Australians. Employers are legally required to provide benefits for workers, including compensation for sickness, for accidents and superannuation, and many workers also have the option of supplementing these superannuation schemes through their own contributions.

As the Director-General has observed, the extension of social protection is part and parcel of the broader issue of economic, political and social development. On coming to power in 1983, the Australian Labour Government recognized this fundamental principle when it entered into a social compact called "the Accord" with the Australian Council of Trade Unions.

The latest accord, the seventh since 1983, builds on the progress made under its predecessors. The concept of the social wage has become entrenched and the union movement has moderated its claims for better wages and conditions. It has done so in the light of improvements by Government to state-funded health care, to family assistance, to child care, to pensions, to education and training, and to universal superannuation for employees.

As a result of the accords, there have been remarkable improvements in Australia's industrial relations and related economic performance. We have not of course been shielded from the effect of international economic fluctuations, but Australia is in a much stronger position now to withstand the pressures on our domestic economy.

We are not resting on our laurels. We are also committed to legislate later this year to facilitate collective bargaining and enterprise agreements. The legislation will represent a significant evolution of the Australian system by reducing our traditional reliance on arbitration by our industrial tribunals.

We want collective bargaining to focus on improving productivity. This will improve the competitiveness of our economy. However, it is fundamentally important that the conditions of Australian workers are protected and improved.

We will not permit workers to be disadvantaged through the unfair erosion or loss of their terms and conditions of employment. The Government intends to ensure that there is an effective safety net of legally enforceable awards and determinations to guarantee fair employment conditions for those unable to reach agreement through the collective bargaining process. Those agreements will have to be fair and not disadvantage workers.

An important feature of the latest accord is the Government's commitment to further strengthen key minimum entitlements for all workers. The Government intends to complement the existing federal award system of protection of employment conditions, with legislation ensuring that entitlements are provided for minimum wages, equal pay and termination of employment protection.

We will also provide for the needs of workers with family responsibilities by ensuring the availability of parental leave. The independent national industrial tribunal will be able to ensure that basic rights in all these areas are protected. This legislation will be based on the ILO Conventions dealing with these issues, using the external affairs power of the Australian Constitution – a power which enables the federal Government to legislate to implement Australia's international obligations. This is the first time that this power will have been applied to industrial relations.

We are committed to developing our legislation in full consultation with representatives of employers, the union movement and state governments in the Australian federal system. This process illustrates the importance of tripartism, another reflection of the influence of this Organization. We believe that the best and the most enduring improvements will be achieved through consultation.

Australia's commitment to the ILO is demonstrated through our ratification of five Conventions during this past year. This brings the total of Conventions ratified to some 53. We are now working towards the ratification of several more.

As the Director-General has pointed out, the social security Conventions have received relatively few ratifications, even in countries which have well-developed systems of social security. The lack of ratification of the ILO's social security Conventions highlights two problems. Firstly, some Conventions are simply not sufficiently flexible. They do not recognize the diversity of approaches that are taken by governments in providing the level of protection sought under ILO standards.

Secondly, the ILO must review its standards more systematically so that they remain relevant and achievable. In this respect, I am encouraged to see that one of the many important reforms foreshadowed in the ILO budget concerns the ILO's standard-setting work.

The social protection of workers can be enhanced by higher levels of technical cooperation, and Australia stands ready to work cooperatively with the ILO to advance the social protection of workers and their families, particularly in our Asian-Pacific region. Social protection policy must be viewed as complementary to economic and fiscal policy. All too often structural adjustment policies have taken too little account of the need for social protection measures. The ILO's Governing Body has regularly examined the social dimension of structural adjustment since the High-Level Meeting in 1987. Australia has been an active participant in these discussions. But this principle is not yet sufficiently recognized or applied.

The ILO has a very important role here. It must continue to assist the social partners and governments to deal effectively with these issues. The ILO must also seek to influence the approach of the international financial institutions to ensure their recognition of the fundamental importance of social justice in achieving effective and enduring social and structural adjustment.

Finally, I urge Members of this Organization to give their wholehearted support to the continuing process of reform. This is absolutely vital if the ILO is to maintain its credibility and its relevance. Together, we must provide the foundation for the ILO to continue to be a dynamic and effective international agency. The need for social justice in the world of work is just as pressing as it has ever been. We must enable the ILO to meet this mandate as effectively as possible. This is one of the very best ways in which we can pursue the attainment of freedom, the attainment of dignity, of economic security and equal opportunity to which each individual is entitled.

Mrs. LAURISTIN *(Minister of Social Affairs, Estonia)* – On behalf of the Estonian delegation I first congratulate the President and Vice-Presidents of this session of the International Labour Conference upon their election and wish them every success in their high office.

Allow me, in the context of the deep and comprehensive Report of the Director-General, to consider some problems of social protection in my country, Estonia.

In our country, as in all other post-communist countries, the transition from centrally planned economies to market economies has created a new situation on the labour market. Some 690,000 people out of the 1.5 million population of Estonia are employed in the national economy, but the employment rate has dropped considerably over recent years.

One of the most influential reasons is the reorganization of the economic structure and of ownership relations. Large-scale privatization and the arrival of new owners have created a basis for more effective utilization of labour, but have has also brought unemployment.

There are 23,000 unemployed, that is in Estonia about 3 per cent of the working population, if we consider officially registered unemployed persons. However, approximately 35,000 are looking for jobs, so the rate can be estimated at 8 per cent.

The drafting of the law on social protection of the unemployed is under way. So is the establishment of an employment fund which comprises contributions by employees and employers and also allocations from the state budget.

The unemployed who have been officially registered are eligible for unemployment compensation. The compensation may not be less than 60 per cent of the established minimum wage, which is the equivalent of US$25 per month. This compensation is paid for 26 weeks. In addition to this, the unemployed have the right to apply for grants for the purpose of refresher training and also for different subsidies, for example starting-capital for entrepreneurship, registering an enterprise, or a patent fee. The above measures are meant to be of help in the process of job creation and to activate the unemployed on the labour market.

Estonia belongs to those countries of Central and Eastern Europe which have decided to take the course of so-called shock therapy in order to improve their economy. A year ago monetary reform was carried out. As a result, we have had considerable success in opening up our economy to free market relations; foreign investors' contributions are growing, as is the export of our products to western markets. But the social cost of economic progress for our people is very high.

Although the inflation rate has stabilized at about 2 per cent per month and the decline of living standards has become slower, the difference between income and consumption capability continues.

The calculated average wage in Estonia is about US$80 per month. Despite the fact that the average income has increased, the number of people with increased income has not grown. Differences in income levels have increased 20 times.

In accordance with an agreement concluded with the IMF, the Estonian Government is continuing to implement salary restrictions within state-owned enterprises.

The price of labour is considerably cheaper in Estonia as compared with other countries and the increase of wages is slower than that of the cost of living.

The Government is facing the problem of how to compensate for the increasing cost of living in order to check the continuing impoverishment of the population.

This problem is more apparent in families with many children, families of the unemployed and the disabled, who are not able to increase their income, most of which is obtained via children's benefits, social maintenance sums and pensions.

With a view to improving the situation, our Government is going to establish an official poverty line which can be redefined to follow changes in the cost of living. The OECD index will serve as a basis for calculating the criteria for social assistance entitlement.

The reform of the social insurance system has a very special importance in the Government's social policy. The new law on state pensions came into force in April of this year. It provides for a gradual rise to the year 2003 of the pensionable age for men from 60 to 65 and for women from 50 to 55.

The new policy will introduce a social security system based on insurance funds to replace the Soviet pay-as-you-go scheme.

The Government of Estonia has paid great attention to the drafting of new laws which will regulate relations between employers and employees on the labour market in accordance with ILO principles. Our wish is to establish real social partnership in the labour market. We consider this an important step towards the democratic civil society we have to restore after five decades of totalitarian communist dictatorship.

The laws concerning collective bargaining and the resolution of conflicts in the workplace were passed by Parliament this spring. The draft law on shop stewards' rights is before Parliament.

After a long break, Estonia has now restored its active membership of the ILO. The Estonian National Committee of the ILO was formed last year. As a result of its work, ILO Conventions Nos. 87, 98 and 144 are being prepared for ratification by the Estonian Parliament in the near future.

At the present time tripartite negotiations are coming along. For the first time after 60 years we have the possibility for serious and responsible dialogue between democratic government, labour organizations and employers' unions to consider urgent problems of social security and income policies. We are deeply convinced that the development of tripartite relationships is the proper way for a post-communist country to establish stable democracy and find sound solutions for our complicated social problems.

In our efforts we have met with understanding and support from the ILO and from governments and trade unions of our neighbouring Nordic countries, as well as from many other European countries. Let me express our deepest gratitude for this and our hope for continuing cooperation.

Original Spanish Mr. CORRAL BORRERO *(Minister for Labour and Human Resources, Ecuador)* – For the past ten months the President of the Republic of Ecuador, the architect Sixto Durán-Ballén, on the decision of his people, has been leading our country. His Government congratulates the President and the other Officers of the Conference on their well-deserved election and expresses its best hopes for the success of this session for the benefit of the world of labour.

The socio-economic conditions and public finances in Ecuador when the Government took office were marked by a deep and severe crisis. The fiscal deficit was in the order of 7 per cent of the GDP. There was a sharp drop in monetary reserves. There were enormous unpaid debts and works suspended, excessive bureaucracy and waste in public expenditures, the State was overstaffed and inefficient, inflation was running at over 60 per cent a year and galloping upwards; there were unresolved social problems, high levels of unemployment and underemployment, infant mortality and malnutrition, migration from rural areas to the cities, delinquency, inadequate and reduced social services, and so on, as a result of which the Government, in carrying out its essential duties and exercising its rights, decided to undertake a process of transformation and change as part of a macroeconomic plan of stabilization involving structural adjustment measures which unfortunately have a high social cost. But the cost would be even higher if these measures were delayed any further and it would be a poor strategy to fail to face up to this crisis.

The basic objective of the plan is to reduce inflation which is, without any doubt, the heaviest burden for our people; to strengthen and bring public finances back to a healthy state; to reduce public expenditure and initiate a process of modernizing the State; to meet the historic challenge of transforming political and social organization away from the forms of state control based on expensive and inefficient structures.

While it is true that combating inflation is the best social measure which can no longer be delayed, it is also true that major social action must be taken simultaneously to benefit the less well off sectors as regards health, education, housing, protection of children and the elderly, training, credit and assistance for small enterprises, etc. The Government has adopted these measures to restore the well-being of our people.

Indeed, one of the most important social measures is clearly that of social security, which has been studied in depth in the Director-General's Report to this session. Solidarity is the underlying and unchanging principle; we welcome any necessary and essential change as long as this basic principle remains intact.

Unfortunately, there are major shortcomings in our social security system to the extent that our Social Security Institute is commonly referred as our "insecurity institute".

The scheme covers only 17 per cent of the national population and 28 per cent of the labour force with only a relative few making use of the benefits. The Peasants' Social Security Fund covers 14 per cent of the rural population, which places the Ecuadorian social security scheme among those with the lowest coverage in Latin America and the Caribbean. Although the primary purpose of social security is to protect those who have nothing other than their own labour to support them against the risks faced by all human beings, such as illness, unemployment, old age and death, the funds available for social security in Ecuador have been largely depleted. As a result, in the past decade there has been a 62 per cent reduction in benefits, whereas administrative expenses increased by 93 per cent to meet the demands of a swollen and inefficient bureaucracy which, repeatedly and illegally paralyses services, including hospital services. Despite the large amounts spent on administration, the latter is deficient because it is bogged down in a legislative morass and excessive centralization devoid of an integrated accounts system and in which the growing ranks of the bureaucracy fail to distinguish themselves by their efficiency. While it is true that the State has an old and heavy unpaid debt to the Social Security Institute, which it will have to honour, it is also clear that the Ecuadorian Social Security Institute urgently needs a radical and thoroughgoing reform which goes beyond the privatization that might be considered appropriate in some services. In this connection it would be very useful to have any technical assistance with which the ILO could provide us.

In the area of labour and social affairs, the philosophy and policy of the Government is threefold. First, to carry out measures to create jobs through social public works and to establish the conditions of justice, security and confidence required to attract foreign and domestic investment. Second, to establish and protect in the medium term a just wage that will meet the vital needs of our people in dignity and decorum, through periodic readjustments while at the same time fighting inflation resolutely and without let. After a decade of wage erosion, when increases were swallowed up by inflation, the present Government has managed to create some kind of balance, since the recent increases have been around 57 per cent in nominal terms and 21 per cent in real terms. Of course, we are aware of the fact that the minimum wage in Ecuador, even when we add to it all of the other compulsory elements which increase it threefold, is insufficient to meet the basic needs of a family. Third, harmony, equity and justice in labour management relations, recognizing and guaranteeing the exercise of rights but also requiring the corresponding obligations be met. We regard capital and labour as necessary complementary factors; capital has a social function to play in creating jobs, collective wealth and in making man the protagonist of all worthwhile action.

As other countries have done, we want to establish a tripartite social pact between the Government, employers and workers to improve the situation of our people. We are determined to fight poverty. We would like to recall that international organizations such as the International Monetary Fund, the World Bank, the United Nations Development Programme, etc., met in Washington only a few months ago, along with world-known personalities and ministers of finance and labour, to seek ways and means to achieve the paramount goal of fighting poverty in all its dramatic manifestations which diminish the dignity of human beings.

We would like to take this opportunity to support the concern expressed here by the Minister of Labour of the Republic of Panama regarding the very serious social and economic problem facing the countries of America which produce and export bananas as a result of the restrictions, contrary to the principles of free trade, which are being imposed by the European Economic Community. If this continues, for Ecuador, which is the major exporter of bananas in the world, and for the other countries as well, the impact on the economy will be serious and result in the massive layoff of workers whom the ILO, within its terms of reference, has an obligation to protect.

Ecuador is determined to move forward with the process of Andean integration with the other members of the Andean Pact, Venezuela, Colombia, Peru and Bolivia. It will be a very good idea to standardize and harmonize, so far as possible, labour legislation in these countries. A comparative analysis has already been carried out by the ILO, a valuable contribution for which we express our deepest thanks.

Finally, we would like to stress the very important work being carried out by the ILO to make the world of work a better, more just and human world. After 74 years of fruitful existence, the Organization is growing not only in terms of the number of its Members but in the importance and depth of its actions and proposals which cast an eternal flame that dispels the shadows of injustice that unfortunately still dominate our world.

Mr. IJAZ-UL-HAQ *(Minister of Labour, Manpower and Overseas Pakistanis, Pakistan)* – In the name of Allah, Merciful and Compassionate.

May I begin by congratulating Mr. Abdel-Hak on his election as the President of this august assembly. I also congratulate the two Vice-Presidents on their election. I am confident that under their able leadership the deliberations of this Conference will be highly successful. I would also avail myself of this opportunity to congratulate the Director-General on his re-election. We share the confidence reposed in him.

We commend the Director-General's Report *Social insurance and social protection*. The Report gives a comprehensive overview of the social security programmes in the member countries, outlines a strategy for the further development of these programmes, and suggests measures for member States to adopt to make the social protection and social security more meaningful.

The Director-General has rightly pointed out that the development of social protection is a community affair and, as such, involves the willingness of each individual in a community to contribute to the care of his fellows, who are disadvantaged or in need of support. Grass-roots consensus is, therefore, a prerequisite for the development of the system of social protection. We fully endorse the views of the Director-General that the extension of social security in developing countries is a part and parcel of the broader issue of economic, political and social development.

Pakistan fully recognizes the ILO's valuable contribution in promoting respect for human rights, freedom of association, employment, human resources development, tripartism, vocational training, industrial relations and labour administration, social security and social protection. We believe that progress towards the realization of human rights requires changes in social relationships and the conciliation of conflicting interests. We therefore share the perceptions of the International Labour Organization and fully subscribe to the philosophies inherent in ILO instruments. We are making sincere efforts to implement these instruments in spite of resource constraints and difficult conditions.

It is said that actions speak louder than words. The Government of Pakistan has enacted laws to abolish the bonded labour system and to prohibit the employment of children in hazardous occupations. We are taking concrete steps for the strict enforcement of these laws. Some of the delegates to the Conference have alleged large-scale child labour in Pakistan. I refute this allegation and feel that it is a part of vilification campaign against my country. We do not deny the existence of the problem, but would appreciate if the endeavours of the Government to eradicate the problem were also taken into account.

In our efforts to improve our functioning we are taking steps to further strengthen our ties with the ILO. It gives me pleasure to inform the Conference that my Government has donated a piece of land to the ILO for the construction of its own premises in Islamabad. We acknowledge the appreciation of the member countries of the ILO for this gesture by the Government of Pakistan.

We in Pakistan firmly believe that a society cannot prosper until it strives to remove the gap between the haves and the have-nots. Our religion forbids the uneven distribution of resources and does not permit certain groups within society to live extravagantly, while others suffer in the face of abject poverty. Our Constitution provides for the promotion of the social and economic well-being of all people, irrespective of their sex, caste and creed. It aims at raising the standard of living by preventing the concentration of wealth and the means of production in the hands of a few, and by ensuring equitable rights of employers and employees, landlords and tenants. It further provides compulsory social insurance for all persons employed in the public as well as the private sector, and for the provision of the basic necessities of life such as food, clothing, housing, education and medical relief to all citizens.

In order to fulfil the constitutional provisions and in pursuance of the teachings of Islam, the Government launched a social security scheme which is financed through the contributions of employers only. The old-age benefits scheme is funded by employers and the Government in equal parts.

In Pakistan the social security programme was started piecemeal, as in all other countries of the world, and has made steady progress over the years. The first comprehensive social security scheme covering the contingencies of sickness, maternity, work-related injuries, occupational diseases, invalidity and death was launched in 1965. Initially, the scheme was applied to small units of the textile industry employing 20 or more workers. Gradually, the coverage was extended to other industries and at present the scheme is applicable to all establishments employing ten or more workers receiving wages up to US$55. The Government has in principle decided to raise the wage ceiling to a reasonable limit to expand coverage under the scheme, which is financed through contribution of the employers only.

In 1976, the Government launched another social security scheme covering the contingencies of old age, invalidity and death outside the workplace. This scheme is also applicable to establishments employing ten or more workers, and covers all employees irrespective of their wages, excluding managers. The scheme is financed with employee contributions and matching grants from the Government. The employees make no contribution towards this scheme.

At present, all contingencies recognized under the Social Security (Minimum Standards) Convention, 1952 (No. 102), such as sickness, maternity, disability, death and retirement are covered. The only contingencies that are outside the purview of the social security programme are unemployment benefits and family allowances, largely because of the resource constraints and high rate of unemployment in the country. The rate of benefits allowed to the workers for the various contingencies is in conformity with the ILO Convention of 1952.

The provision of adequate health care to the people is the responsibility of the Government. In spite of financial constraints, we are committed to providing health care to the entire population by the year 2000 by setting up rural health centres and basic health units.

In addition to these schemes, Pakistan has also launched a comprehensive social assistance scheme under the Islamic Law of Zakat and Ushr. Under this scheme funds are collected from the affluent sections of the society and distributed among the needy and the downtrodden sections of the society. About 1 million individuals and families are receiving monthly subsistence allowances from this fund.

Another Islamic fund, namely Bait-ul-Mal, was established in 1991. It make it compulsory for the State to provide basic necessities to people who are permanently or temporarily unable to earn their livelihood on account of sickness, unemployment or circumstances beyond their control.

Pakistan is fully conscious of the need to extend the coverage provided under the schemes of social protection and social security, to enhance the benefits, to reform the institutions and management of the schemes and to achieve cohesion between the various components of the system at both the policy and operational level. However, apart from the constraints mentioned by the Director-General in his Report, there are certain disturbing factors that divert our attention from these goals and impede our efforts. One of these factors is our geopolitical situation. Since the objective of social development can only be attained in a climate of peace and tranquility, the ILO has a duty to ascertain the reasons which may be inhibiting any country from making progress in programmes of greater social protection. In our case, the situation of constant unrest prevailing along our frontiers is a major obstacle in the way of our efforts. The gross violations of human rights by the Indian forces in the Indian-occupied State of Jammu and Kashmir are consistently diverting our attention and resources from our own national social objectives.

As human beings we ought to be moved by the situation in Indian-occupied Kashmir where the civil, political, social, cultural and economic rights of workers are being violated. Forced displacement of labour, in violation of ILO Conventions, and arbitrary arrests and torture have seriously hampered the economic conditions of people in Indian-occupied Kashmir. The population of the Indian-occupied territory, which mainly comprises the working class, is struggling to keep their bodies and souls together. They have no work, no employment and no safety. The work relationship has totally collapsed.

The situation in Indian-occupied Kashmir is a challenge for the conscience of the world community. This Conference must rise to the occasion and urge the ILO to take the initiative and send a fact-finding mission to the Indian-occupied territory where, under a virtual blackout, the local population is suffering from untold misery, hardship and injustice. Such action on the part of the ILO, I am sure, would be highly acclaimed.

Instances of gross violation of human rights continue to occur also in other parts of the world, specifically in Bosnia and in occupied Arab territories. The acts of barbarism perpetrated upon the people of Bosnia, including a large majority of the workforce, are shameful. The ILO should and must raise its voice against the atrocities being committed against these workers.

In conclusion, I would like to reiterate Pakistan's total support for the fundamental rights of peoples to self-determination, and urge the international community to take immediate steps to protect basic human rights, particularly in Indian-occupied Jammu and Kashmir, Bosnia and Palestine. We feel that the free exercise of this fundamental right in accordance with the relevant United Nations resolutions is the *sine qua non* for peace in the countries and territories concerned.

Mr. TIRUMURTI *(Government adviser, India)* – The delegation of India would like to exercise its right of reply at the next sitting of the plenary. We request the secretariat to make a note of this.

Original Farsi: Mr. KAMALI *(Minister of Labour and Social Affairs, Islamic Republic of Iran)* – In the Name of Allah, the Merciful, the Compassionate! May I begin by congratulating the President on his election as President of the 80th Session of the International Labour Conference. I would also like to welcome the participation of the new ILO Members in the present Conference.

Social security stands on our Conference agenda at a time when not only the international organizations and their regional institutions but also national labour administrations and the social partners are faced with new situations which have arisen as a result of recent developments at global, regional and national level and which affect the working and living conditions of whole populations in various countries.

The Director-General's Report suggests that the setting up or reconstructing of systems of generalized social protection at a level consistent with the current state of development of the countries concerned, particularly in the developing countries, is one of the major tasks of economic development. At the same time, as a result of the inequity of international and regional relations which are rooted in history, many underdeveloped countries are still deprived of the most basic prerequisites of human development. Despite the fact that most of these countries are rich in natural resources which have been constantly exploited by the industrialized countries, they are afflicted by poverty and commonplace diseases. In many cases, the people of those countries do not even have access to safe water and adequate food, let alone employment, education, or health care. If the status quo is to be perpetuated in future, if the developing countries are to go on being regarded merely as a market for the products of the industrialized North, without regard to human principle, and if the issues of technology transfer and the need for social security and the readjustment of employment structures are to be disregarded in the course of economic structural adjustment, then clearly national and regional social fabrics will be destabilized and international peace and security will be jeopardized to the detriment of all.

Now more than ever, it is vitally important to identify the root causes of the development lag evident in most parts of the world and of the ever widening development gap between countries, and to analyse the problems, explain the new necessities and look for appropriate solutions at the international, regional and national levels, in order to make strategies and policies more meaningful.

The process of generalizing social protection, reforming institutional structures, improving management and removing obstacles pertaining mostly to the informal sector and a narrow tax base, are challenges which need to be tackled at the national level in the countries concerned. Similarly, the contribution of all in those areas must be regarded as a universal issue and a matter of international responsibility.

The achievement of the objectives set out in the Director-General's Report, at a level consistent with the desired standards, not only presupposes the expansion and promotion of international, regional or multi-bilateral technical cooperation, but also adequate financial contributions. The relevant institutions in the industrialized countries should take on a greater share of responsibility in both the protective programmes and the transfer of technology and know-how.

If the international will really exists to achieve social objectives and find solutions to the complex issues we now face, at a time when the Cold War has ended and international institutions and their respective member States are undergoing some form of structural adjustment, then the huge expenditure once devoted to military purposes could well be redirected to funding social protection and to developing and equipping the associated systems in developing and disadvantaged countries. Those countries are facing problems which have arisen in the wake of structural adjustment, including increased social expenditure and the need to devote greater resources to vulnerable groups, as well as their new requirements and employment problems.

The same resources can also be used for the transfer of technical know-how and hardware to those countries which are confronted, as a result of economic structural adjustment, by large numbers of unemployed and a lack of sufficient training for their re-employment. This would enable them to avert social disorder or political tension which may result from such changes.

It should be mentioned, at this juncture, that as recently as April 1993, the 13th Conference of Asian and Pacific Labour Ministers in Teheran outlined the new role of labour administrations in the light of the changed circumstances, and affirmed the importance of developing social security and achieving general social protection coverage. The emphasis in this was on tripartism and the key role that labour administrations shall have to play in those areas, while it was also emphasized that the ILO should intensify and further promote its positive collaboration with the funding institutions and agencies concerned, to ensure that the social objectives which concern both social policy makers and labour administrations and the social partners will be incorporated in their policies at an early stage.

It is imperative that, when discussing the Conference agenda items on social security, access to suitable employment and appropriate technical and vocational training, particular attention should be paid to local factors which are not conducive to achieving the ultimate goal of social justice.

It is also vital for the ILO to advocate the transfer of technical know-how to the developing countries, and access to appropriate technical and vocational education.

Apartheid in South Africa remains a factor in the substantial neglect of the social and human rights of that people, which deprives them of appropriate opportunities for development. The working conditions of workers and employers in Palestine and the Occupied Territories, as well as the situation imposed upon the oppressed people of Bosnia-Herzegovina, whose human rights continue to be grossly violated and who have been denied all access to social justice and security, are also issues of concern which call for the particular attention of the international community if the just solution so urgently needed is to be found.

Thank you for your attention, and peace be with you all.

Mr. GHARIB *(Workers' delegate, Iraq)* – In the name of God, the Merciful, the Compassionate! I have pleasure in conveying to you the best wishes of the workers of Iraq for the success of this Conference. I should also like to congratulate the President of this session on the great confidence shown in him by this gathering and to wish him every success in guiding the proceedings of our Conference. My warmest congratulations also to the other officers, to whom I wish every success in their work. I further wish to congratulate the new Members of the Organization and also the Arab people of Eritrea who have just achieved independence. We welcome the presence of a representative of the Eritrean Government at our Conference.

As we hold this session of the Conference to discuss issues relating to work and workers and to devise standards and find ways and means of improving their situation and overcoming their difficulties, the workers of Iraq are undergoing terrible sufferings in the form of famine, unemployment and deprivation as factories are closed down, and shortages of basic materials and medical supplies because of the unjust economic embargo imposed on Iraq in violation of the most basic human rights.

As human rights slogans are bandied about, people are still bent on exterminating an entire people and using a policy of starvation to impose political views – an attitude totally at variance with the slogans regarding human rights. The workers of Iraq and their children and families, who are faced with destruction and genocide, have therefore called on me to tell you of their sufferings so that you may call for the raising of the unjust and inhuman embargo, especially since there is no further justification whatsoever for continuing it . . .

The PRESIDENT (Mr. Tabani) – Please confine yourself to the subject under discussion which is the Director-General's Report on social security and social protection. Please continue.

Original Arabic: Mr. GHARIB – This is not a point of order. What I am telling you about is contrary to human rights. As I was saying, the workers, children and families of Iraq, who are faced with genocide, have asked me to tell you of their sufferings so that you may call for the raising of the inhuman embargo, especially since there is no longer any justification for it. What is happening in Iraq is a form of genocide, which is outlawed by international humanitarian law. We therefore wish to remind everyone that the people of Iraq have rendered great services to humanity. Down through the ages they have helped to build civilization. Fairness and justice, and a sense of human responsibility, demand that we stand up to the forces who wish to destroy the basis of the civilization of this ancient people for purely material reasons, to get their hands on the region and plunder its wealth. From this rostrum I therefore call on the Director-General of the ILO to assume his responsibilities and to come to the support and assistance of the workers of Iraq, alleviating their sufferings under these harsh circumstances . . .

The PRESIDENT (Mr. Tabani) – The speaker is requested to yield to the point of order please. The delegation of Kuwait has raised a point of order. The speaker is requested to keep to the subject under discussion.

Original Arabic: Mr. GHARIB – The delegate of Kuwait can only speak at the end of my statement. He must therefore listen to me and he can raise his point of order when I have finished speaking.

The PRESIDENT (Mr. Tabani) – The delegation of Kuwait has raised a point of order. The speaker is requested to keep to the agenda.

Original Arabic: Mr. GHARIB – There is an accepted rule whereby a point of order should be raised when a speaker has finished speaking. We were informed at the beginning of the session that there would be no point of order but a right to reply at the end of the statement.

The PRESIDENT (Mr. Tabani) – There has been a misunderstanding. Please keep to the agenda.

Original Arabic: Mr. AL-JASSEM *(Employers' delegate, Kuwait)* – A point of order was raised this afternoon by the delegate of the United States. The representative of the United States of America was allowed to raise his point of order. My point of order is that the speaker has strayed completely away from the Director-General's Report and thus I would like him to be reminded that he must keep to the subject, which is the Report of the Director-General. He should not talk about an embargo, since this is a matter for the Security Council. He has no right to raise this question here.

Original Arabic: Mr. GHARIB – The problem of the embargo is relevant. I wish to speak of the sufferings of the besieged Iraqi workers. The Iraqi people cherishes its dignity and refuses to accept colonialist domination and hegemony. It has made enormous sacrifices to counter the aggression perpetrated against all the nerve centres of the country. Cultures have been destroyed by the planes of aggressors who have respected no international charter and who have waged acts of unprecedented barbarity.

The agenda of this session includes a number of very important subjects. The subject of social insurance which appears in the Director-General's Report is of particular importance because it opens up strategic perspectives which will enable us to resolve one of the most difficult problems facing workers and the world of work. The improvement of social protection is of the utmost importance for workers who need programmes that will extend protection in all spheres.

In the second Part of his Report the Director-General discusses ILO activities over the past year. We should like to emphasize that the Arab region needs greater attention and we would like to recall once again that the workers of Iraq need the assistance provided by ILO activities.

As regards the third item on the agenda, concerning the ratification of international labour Conventions and Recommendations, we stress the need for efforts to be made to enhance the ILO's effectiveness in this sphere so as to achieve the largest possible number of ratifications, particularly of Conventions concerning trade union freedoms, and to ensure that signatory States actually apply them.

We have studied the role of the ILO in technical cooperation, and believe that greater attention should be given to this so as to meet the real needs of developing countries.

As concerns the Special Report on the application of the Declaration concerning action against Apartheid in South Africa, we reaffirm our support for the people and workers of South Africa in their fight against racial discrimination.

Although the sufferings of Iraq workers following the unjust embargo imposed upon them are beyond rapid description, the most terrible thing is the recourse to double standards in relations with States. This can be seen every day in Palestine and the occupied Arab territories, since Security Council Resolution No. 799 concerning the repatriation of expelled Palestinians remains a dead letter. Furthermore, the suffering of the people in Bosnia and Herzegovina is worsening every day at a time when international law is being illegally used to take revenge on the Iraqi people in the pursuit of hegemony by the United States in the Arab region.

In conclusion I would like to thank all the international organizations which have helped to bring and continue to bring humanitarian assistance to the workers and people of Iraq.

The PRESIDENT (Mr. Tabani) – Another point of order was raised by the delegation of Kuwait which was not allowed by the Chair. Instead, Mr. Al-Kandary, Workers' delegate of Kuwait, has requested the right of reply to Mr. Gharib's statement, which will be allowed at the end of the sitting.

Original Russian: Mr. KASKEVITCH *(Minister of Labour, Ukraine)* – Permit me to congratulate the President and the Vice-Presidents on their election and wish them every success at this session of the Conference.

I hope that the exchange of views on the issues included on our agenda will contribute to a further improvement in the efficiency of the activities of the ILO and help to solve current problems concerning labour issues and social security.

One such question, no doubt, is the problem of social protection. We welcome and appreciate the Report of the Director-General, Mr. Michel Hansenne, on this subject. The ILO is once again drawing attention to social questions and their resolution and thus showing how capable it is of taking an effective stand against problems which emerge in the world. These questions are now of particular relevance to my country which has been a Member of the ILO for almost 40 years, but only in the past two years has it embarked upon independent development.

One of the most important prerequisites for the success of reforms in Ukraine is the development of a qualitative policy on social protection for the population.

At the same time, we are at the stage where the introduction of market relations and structural reform, which are laying the long-term foundations for an improvement in the welfare of the population, are leading to unavoidable social costs during the transitional period. In our country, this has taken the form of a fall in production and higher unemployment, which has made the financial situation concerning social security even worse.

However, we do not want to dramatize the situation and are trying to work together in Ukraine to minimize the inevitable costs of transition. In its strategy for the transitional period, the Government is trying to take preventive action with regard to social protection. It is trying to create new machinery based on labour motivation, on protecting incomes at a time of price liberalization, on establishing a tripartite social partnership to take the lead in regulating social and labour relations, and on an active state employment policy. A universal system of social protection is being advocated, but at the same time, provision must be made for different ways to implement such protection with respect to the different sectors of the population.

Social security includes all forms of protection provided for the elderly, the disabled, children, single mothers, large families, the unemployed and individuals in the event of illness, the loss of the family breadwinner, accident, industrial disease, etc.

Pensions and benefits are the most important element of the social security system. In Ukraine, the question of state pensions and allowances has been dealt with in the past two years and resulted in legislation on pensions, on pensions for servicemen, on the status and social protection of citizens injured in the Chernobyl disaster and on employment.

Alongside labour benefits and pensions the right to a social pension has been enshrined in law. The main aim of these pensions and allowances is to provide a basic living income for persons who are unable to work, in cases where they do not qualify for any other form of pension or benefit.

Naturally, the transition to a market economy has painfully highlighted the problem of providing social protection for the disadvantaged parts of Ukraine's population. Much of this population is living in young, single-parent families or in families with many children. One of our tasks is thus to provide a minimum of material conditions for them.

To provide minimum means of existence for the disadvantaged, the Ukranian Parliament in November 1992 adopted an Act concerning state assistance for families with children. It sets a state-guaranteed level of material assistance for families with children and provides benefits, taking into consideration the family's composition, income, age and children's health, etc.

The system of benefits established by the Act is based on the following principles of the State's family policy: that the child's interests are the priority, regardless of where or by whom he or she is raised; that social guarantees should be strengthened for families which for objective reasons are unable to provide for themselves. Benefits have thus been introduced for children up to the age of 16 (18 for those in school), and in addition paid leave is provided after birth until the child reaches the age of 3. Other benefits are also provided.

Social protection in Ukraine thus covers all forms of risk.

At the same time, the economic transformations now taking shape have underlined the need to restructure the general social protection system in order to bring it up to a level commensurate with the country's stage of development. A "Social Insurance Reform Concept" has been prepared in Ukraine. It calls for a pension plan, health insurance, occupational accident insurance and unemployment insurance under both mandatory and voluntary social security schemes.

We thus can note with satisfaction how similar the orientations of the ILO's activities mentioned in the Report of the Director-General are to those measures undertaken in Ukraine in the field of social security and social protection.

We are looking forward to the opportunity to benefit from international cooperation, to make use of the ILO's experience in social protection, and to profit from the help of its specialists in preparing standard-setting and legislative bases and in carrying out practical measures in the field of industrial relations.

The Report of the Director-General on the activities of the ILO in 1992 rightly points out the need to bring the ILO closer to its tripartite partners by means of a greater understanding of their priorities and needs. To do so we believe it is necessary to strengthen the influence of the Organization's regional structures. We believe that it is appropriate to set up an ILO regional office in one of the eastern European countries. Such an office would be able to cover the growing number of countries in that region which are now joining our Organization.

I should like to take this opportunity, on behalf of the Government of Ukraine, to express our sincere gratitude to the International Labour Office for its assistance in helping to solve our country's social and labour problems. I am certain that our cooperation will develop further in the future.

Mrs. LAVNIC-WAINSTEAD *(representative of the Federation of International Civil Servants' Associations)* – I am honoured to have the opportunity to address the International Labour Conference today, on behalf of the staff not only of the International Labour Office but also of the Food and Agriculture Organization, the General Agreement on Tariffs and Trade, the International Atomic Energy Agency, the International Agency for Research on Cancer, the International Civil Aviation Organization, the International Fund for Agricultural Development, the International Maritime Organization, the International Telecommunications Union, the United Nations Development Programme, the United Nations Fund for Population Activities, the United Nations Educational, Scientific and Cultural Organization, the United Nations Industrial Development Organization, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the Universal Postal Union, the World Health Organization, the World Intellectual Property Organization, the World Meteorological Organization, the International Fund for Agricultural Development, the World Food Programme and the World Tourism Organization. The staff associations and unions of these organizations together form the Federation of International Civil Servants' Associations (FICSA), of which I am proud to be the President.

As the "A" at the end of FICSA implies, most of its members are associations rather than unions. The difference is, perhaps, subtle; I can assure you, however, that it most certainly does not reflect a less committed, less determined, or even less militant approach to staff representational functions, but rather an acute awareness of the gulf between unions outside the United Nations system and staff representational bodies within.

Many staff representatives come like me from countries where trade unions have been responsible for bringing about major reforms in working conditions since the turn of the century. We know that what makes real unions effective is real bargaining power. Unfortunately, the United Nations system has a long way to go before FICSA can make that important jump from being a federation of staff associations to a federation of staff unions, and a number of seemingly insurmountable obstacles have to be overcome.

Firstly, there is the myth that international civil servants are a special breed of financially independent do-gooders, who with missionary zeal are prepared to give their lives – some literally – in the service of the United Nations. They are not expected to worry about deteriorating conditions of service, the heavy losses in purchasing power of their salaries and dwindling pensions. It is considered poor taste for international civil servants to peruse their pay slips, let alone question the level of their remuneration. To protest, to take action, to strike; this is definitely not in keeping with the role of the self-sacrificing, self-effacing little servant which many member States would like to assign to us. Please do not misunderstand me – we are in the employment of the United Nations in order to provide a service and, as I pointed out recently to the Advisory Committee on Coordination, we did not join the United Nations to make our fortunes.

Second, any union worth its salt needs a negotiating partner. This is usually the employer. In the case of the international civil service, however, we have a dilemma: who are our employers? The executive heads of the individual agencies are responsible for the day-to-day administration of our different organizations; the members of the International Civil Service Commission, the ICSC, regulate our conditions of service; the member States hold the purse-strings, which in turn influences the other two parties. The strength of any union lies in its ability to exert pressure, but on whom should the international civil service exert pressure? The Fifth Committee of the General Assembly and the ICSC pass the buck to and fro, while executive heads wring their hands at the growing impossibility of recruiting and retaining staff of the requisite calibre, and the governing bodies of the specialized agencies meeting in plenary nod wisely and make sympathetic noises. Each declares the other responsible for the current problems facing the staff and organizations, and none is prepared to shoulder the blame. In the absence of true negotiation, FICSA has, for a long time, been pressing for a more meaningful consultative process with the International Civil Service Commission. Last year, it concentrated its efforts on providing technical inputs to the specific items of the agenda before the Commission. FICSA experts have also played what one imagines would be a useful task for the Commission: that of verifying calculations and statistics and where necessary submitting corrections. In all, a considerable amount of time, effort and expense was deployed in raising the level of staff inputs beyond the political to the substantive. To no avail. The Commission in its wisdom chose to ignore the staff's presentations and instead settled for politically expediant decisions, which would be sure to find support in the Fifth Committee of the United Nations General Assembly. Finally, FICSA came to the realization that dummy participation was a waste of time for all concerned, and decided to boycott sessions of the Commission until such time as it believed participation would be constructive and meaningful.

As a third obstacle, our paymasters the member States hold a secret weapon which is out of reach of governments in their dealings with their national civil services. They can and do withdraw from individual agencies when the going gets rough. Although idealogical differences may be given as the reason, it usually boils down to a basic problem of pounds and pence. The impact on the budget of the organizations concerned is devastating. Global recession is felt both in Member States' insistence on zero growth budgets and in the delay with which they pay their assessed contributions. Budgetary constraints are not only threatening the staff's career expectations, but undermining important programmes and effectively blocking staff from performing those services for which they were recruited. The ultimate losers are the developing countries.

A fourth handicap to the existence of true unions within the United Nations system is the character of international service. Most staff members of the specialized agencies in the United Nations system are employed under contracts of one, two or sometimes five years' duration. Permanent contracts in many organizations are a thing of the past. In order to take up employment in the United Nations system, many staff members have had to break their national ties, interrupt their careers, uproot their families and move to a country where lifestyle, culture, climate, education and attitude towards foreigners may be very different from their own. Having taken that step, many are naturally anxious to extend their period of employment beyond the initial one or two years. They know that a core of experienced, specialized staff constitute the backbone of the organization. Yet rather than encourage the growth of such a core group, the administrations of some organizations hold the promise of a new contract, or the threat of a non-renewed contract, over the heads of staff. Under these circumstances, it is not surprising that for many affiliation with a staff union in the true sense of the word is a daunting and dangerous prospect.

These are indeed major hurdles, and FICSA would appreciate all the help, guidance and advice it can get from the real specialists – members of the International Labour Conference.

The right to negotiate conditions of service has been FICSA's main goal for a number of years. Newcomers to the ILO Conference may be surprised to learn that something which is taken for granted in most enterprises throughout the world, public and private sector alike, is sadly lacking in the United Nations system. For an organization which purports to show others the way to achieve a healthier, safer and more equitable tomorrow, the United Nations is lagging far behind in the area of staff management relations. The situation differs to some extent from one organization to another: in some organizations staff representatives have regular access to their executive heads. Others have to wait several years for an appointment. In the more enlightened agencies, including the ILO, there is established staff management machinery to advise the executive head on matters pertaining to personnel or staff welfare issues, and staff representatives have been able to negotiate for example the introduction of longevity and merit steps, flexible and part-time working hours, the timing of General Service salary increments or, in isolated cases, measures to combat the erosion of pensions. In other organizations there is, believe it or not, no formal staff management dialogue, and the most the staff have ever been able to negotiate is half a day off on New Year's Eve.

While the ICSC has spent days discussing the pensionable remuneration of ungraded officials, and has tried to legislate on a whole range of issues from health insurance to language incentives for Professionals to the reward of merit, it has studiously avoided the issue of the rights of staff. In its recent history at least, it has never discussed the introduction of staff management consultative machinery in the different organizations nor recommended minimum standards. If and when FICSA ever resumes participation in the work of the Commission, it may suggest that an appropriate item be included on the agenda.

Finally, FICSA's current motto is "No Staff, No UN", and this has been chanted in the streets of Manhattan and emblazoned in enamel on lapel pins. The message is simple – but not simplistic. Obvious – yet not fully grasped. It may appear threatening to some, but for the 30,000 members of FICSA it is a reality. The United Nations system cannot survive without good-quality human resources. These in turn cannot be assured unless the system is competitive and the attitude of United Nations organizations towards staff/management relations is brought rapidly up to date. All eyes are turned to the International Labour Organization to lead the way.

Original French: Mr. MEKIDECHE *(Employers' delegate, Algeria)* – I am honoured to be given the chance to address the 80th Session of the International Labour Conference. First and foremost, I should like to congratulate Mr. Abdel-Hak on his brilliant election as the President of this session, and to congratulate the Vice-Presidents as well.

I would also like to congratulate Mr. Michel Hansenne for his re-election as Director-General of the ILO.

I commend the Report of the Director-General, *Social insurance and social protection*, which deals with questions that concern Algerian employers very deeply.

Before commenting on the Report, I would like to describe a few aspects of the economic situation in Algeria which affect the evolution and treatment of social questions.

Our Conference is taking place against a backdrop of change and worldwide recession. The situation, characterized by the globalization of the economy, requires painful economic restructuring both for developing and industrialized countries.

As the Egyptian Minister of Labour and Vocational Training, you, Mr. President, understand the constraints experienced by developing countries. Algeria, as many other countries, is in full transition towards a market economy. As employers, we are also suffering the consequences of adjustments. By way of example, the devaluation of our currency to make it convertible, has made imported inputs and spare parts more expensive. You know that this will also have repercussions on consumer prices, especially since incomes have fallen. This crisis is rendered even more difficult by our debt burden. In 1992 the servicing of our debt consumed 75 per cent of our hard currency earnings. As a consequence, the remaining foreign exchange is allocated to the most pressing social needs, and enterprises often are left without foreign currency with which to purchase necessary inputs from abroad. The social consequences are obvious: not only are we unable to create new employment, but we also lose jobs as enterprises operate far below capacity.

Managing the constraints imposed by the debt is also the responsibility of international institutions and developed countries. The adjustment of the Algerian economy is being thwarted by two constraints: first, the social constraint, which I will come back to in my comments on the Report of the Director-General. Secondly, the financial constraint of our foreign debt, which we are servicing at great economic and social cost.

Our conviction is that the doctrines concerning the treatment of the debt need to be re-examined by the international institutions in the light of adjustments and rescheduling in developing countries.

We cannot hope to find solutions to social problems and unemployment if these constraints are not lifted. In point of fact, these constraints also hamper the adjustment of our economies, and efforts to render them efficient and to create new employment.

In my country, many do not understand why, in spite of our resources (we are the leading supplier of natural gas in Western Europe) and the fact that we pay between 7,000 and 8,000 billion dollars per year to service our debt, no initiatives are being undertaken by the international financial community to ease this constraint.

As far as the social constraint is concerned, the Report of the Director-General recalls that the Algerian "social security system followed a European model".

I subscribe fully to the analysis of the Director-General that two types of causes are responsible for the crisis of social protection systems in the developing countries. First, the small financing base. Secondly, the inefficient management of social security.

However, the adjustments introduced in my country have raised a new problem: how to deal with redundant workers. We employers hope to be given technical assistance by the ILO and other international organizations in order to set up an unemployment benefit scheme, to reduce the negative consequences of industrial restructuring which leads to the loss of jobs. In the same vein, we believe that the relocation of industry and services to our country should be encouraged by our authorities, in particular through the creation of a more favourable climate for investment and the promulgation of a suitable foreign investment code.

We Algerian employers believe very strongly in the synergy of partnership.

Just as it is vain to think that we can solve the problem of unemployment, especially of the young in the short term, it is impossible to neglect this question and its political and social impact.

Therefore, the Algerian employers favour flexibility, part-time work and fixed-term contracts, once suitable protection for workers is provided, as means to fight unemployment. A positive and pragmatic approach to these forms of employment is necessary and should be supported by all social partners.

In conclusion, I wished simply to emphasize the organic links that exist between the economic transformation in my country and the social consequences. The success of our adjustment process is linked to the efficiency of social programmes drawn up in a tripartite forum. At the same time it is also linked to the problem of the debt. Economic efficiency and social justice are consistent with the Constitution of the ILO, but depend mutually on one another.

I am quite sure that we all share this will to realize these objectives, for without economic efficiency there can be no social justice.

The PRESIDENT (Mr. Tabani) – I now give the floor to Mr. Al-Kandary who has requested for a right of reply to the statement of the Iraqi delegate. May I inform him that he must please try to use parliamentary language and restrict his right of reply to two minutes only.

Original Arabic: Mr. AL-KANDARY (*Workers' adviser and substitute delegate, Kuwait)* – In fact, at the beginning of the statement of the representative of Iraq, I asked for the floor on a point of order under Article 14 of the Standing Orders and in particular paragraphs 4 and 5. Paragraph 4 states that the President may withdraw the right of speech from a speaker and paragraph 5 says that every delegate has the right to raise a point of order and that the President should give him the floor immediately. I repeat, the wording says "immediately". I asked for the floor on a point of order because the speaker did not keep to the agenda item under discussion, that is to say the discussion of the Director-General's Report, and if I ask for a right of reply it is not because the Iraqi delegate did not confine his statement to the subject under discussion but because he reported to the Conference some falsehoods concerning the economic embargo.

As you all know, the economic embargo was imposed by resolutions adopted by the United Nations, and this is a specialized agency of the United Nations. The Security Council of the United Nations is a higher body than the ILO and it is not for the ILO to discuss decisions which have been taken by the United Nations Security Council.

As for the embargo and the United Nations resolutions in that respect, the Iraqi Government is permitted to sell a certain part of its oil production to buy medicine and food. But it has refused to do so. The United Nations resolution does not prevent Iraq from importing food and medicine and such supplies are coming to Iraq in large shipments, in accordance with the United Nations resolutions. Moreover, the United Nations sent officials to Iraq to help that country's people.

The PRESIDENT (Mr. TABANI) – You have exceeded your allotted time. Please conclude your statement immediately.

Original Arabic: Mr. AL-KANDARY – Excuse me. The Iraqi Government requested United Nations officials to help them. In our opinion, it is incumbent on the Iraqi Government to observe all United Nations resolutions if the embargo is to be lifted. Among the United Nations resolutions is one on the release of prisoners of war, including some trade unionists. Some Kuwaitis are still in Iraqi prisons, in spite of the resolution taken by the United Nations.

(The Conference adjourned at 7.15 p.m.)

Report of the Standing Orders Committee

1. The Standing Orders Committee, set up by the Conference at its first sitting on 2 June 1993, held one sitting. It was composed of 48 members (27 Government members, 4 Employers' members and 17 Workers' members).

2. The Committee elected its officers as follows:

Chairman and Reporter: Mr. Tudor Mircea (Government member, Romania);

Vice-Chairmen: Miss Cornélie Hak (Employers' member, Netherlands); Mr. Khurshid Ahmed (Workers' member, Pakistan).

3. The Committee had before it the Note concerning Standing Orders questions placed by the Governing Body of the International Labour Office before the Conference at its 80th Session (*Provisional Record* No. 2) which proposed certain amendments to the Standing Orders of the International Labour Conference.

4. At the invitation of the Chairman, the representative of the Secretary-General introduced the amendments before the Committee. He explained that, although this did not appear from *Provisional Record* No. 2, they were the result of a major and indeed historical task undertaken by a Working Party of the Governing Body under the Chairmanship of Mrs. Caron, the representative of the Government of Canada, in order to adapt the Conference to the new realities and needs of the time. This Working Party on Improvements in the Functioning of the International Labour Conference had made recommendations, which had been accepted by the Governing Body, for a fairly radical restructuring of the Conference. The amendments before the Committee had to be considered in the context of this reform, which comprised two types of change: a shortening of the Conference and a lightening of its workload.

5. The changes designed to shorten the Conference were not directly before the Committee because they did not call for Standing Orders amendments, but they were significant. In future the Conference would start on a Tuesday at 11 a.m. and would finish on the Friday of the third week, the Governing Body meeting on the Saturday. This would represent a shortening by five days as compared with the standard programme and four days as against the reduced programme already in operation.

6. The amendments before the Committee gave effect to decisions of the Governing Body on the recommendation of the Working Party designed to lighten and rationalize the workload of the Conference. They introduced two changes of substance.

7. The first change was to rationalize the various reports before the Conference on the activities of the Organization. At present, the Conference plenary had before it every year the report of the Director-General on the activities of the Organization and the steps taken to give effect to resolutions and the report of the Governing Body on its work, and every second year a report on programme implementation during the preceding biennium. These reports overlapped to a considerable extent and would be replaced by a single consolidated report every two years in non-budget years. In place of the Governing Body's written report, the Chairman of the Governing Body would report orally each year on the work of the Governing Body at the beginning of the general discussion in plenary. These changes called for an amendment to Article 11*bis* to delete the reference to "information on programme implementation during the preceding financial period" and for amendments to Article 12 to provide for the new consolidated report in non-budgetary years. In budgetary years the Director-General's report would deal with a social policy theme. It was also provided that even in budgetary years reports would be submitted on subjects on which the Conference had specifically requested an annual report. At present this related only to the report on the situation of workers of the occupied Arab territories but it could have other applications in the future. A consequential amendment was also necessary to Article 25 relating to the oral report of the Chairman of the Governing Body on the work of the Governing Body.

8. The second change concerned the Resolutions Committee which in future would meet only every second year, in non-budgetary years. The possibility of submitting resolutions on urgent matters in budgetary years was, however, retained, and it was agreed that it should be applied in a more flexible manner than hitherto. It would be for the officers of the Conference to make recommendations as to how resolutions which they permitted under the urgency procedure should be examined. These changes required amendments to Article 17, paragraphs 1, 2 and 3. An amendment to paragraph 6 was also proposed to take account of the changed timetable for the Conference described above.

9. Finally, the Governing Body had proposed that a Note should be included at the end of the Standing Orders concerning their application to Maritime Sessions of the Conference. This Note indicated the ad-

aptations which were necessary to certain provisions of the Standing Orders in their application to such sessions and identified the provisions which were not applicable.

10. The Chairman stated that as a member of the Governing Body he could testify to the vast amount of work that had been put into the discussions and negotiations leading up to these amendments, both in the Working Party and in the Governing Body itself. The proposals before the Committee reflected the agreement reached between the three groups, which it would not really be appropriate to bring into question now by putting forward new arguments. At this stage the task of the Committee was rather technical and legal, on the basis of the work already accomplished.

11. The Employers' members supported the objectives of shortening the Conference and lightening its workload. They drew attention to the amendment they had proposed in the Governing Body Committee to the text prepared by the Office so as to safeguard annual reports specifically requested by the Conference, and expressed their support for all the amendments before the Committee.

12. The Workers' members welcomed the presence at the Committee of the Chairman of the Governing Body Working Party which, as a result of lengthy deliberations, had reached unanimous agreement on the changes reflected in the proposed amendments. While the Workers were keen to make the Conference more efficient and lighten its workload, this should not lessen the quality of the work done for the benefit of the workers. A reduction in length without loss of quality would benefit participants who found it difficult to stay for such a long time in Geneva. The savings from shortening the Conference should be devoted to technical cooperation programmes for developing countries. Finally, they drew attention to paragraph 7(b)(iii) of the Final Report of the Working Party on the Improvement of the Functioning of the Conference. One vital element for the Workers in the package deal on which final agreement was reached was that, if the Resolutions Committee was to meet only in non-budgetary years, in budget years when it did not meet,

> *without prejudice to the authority of the Governing Body to determine the nature and number of the technical items on the agenda of the Conference, one of the technical items on the Conference's agenda would be devoted to the revision and updating of an existing standard and, noting the practice which has existed for the past several years of placing on the agenda two standard-setting items and a general discussion item, the Working Party recommends that this revision and updating of an existing standard would replace, or be the subject of, the general discussion item.*

13. The Government member of Canada supported all the amendments proposed. As the Chairman of the Working Party, she confirmed that the recommendation referred to by the Workers' members had formed part of the agreement in the Working Party and the unanimous recommendations accepted by the Governing Body, it being understood that this was without prejudice to the authority of the Governing Body to decide on the agenda of the Conference each year.

14. There being no other observations, the Committee unanimously approved the following draft amendments to the Conference Standing Orders and submits them to the Conference for adoption:[1]

Article 11bis

Procedure for the consideration of the programme and budget

1. Unchanged.

[2. At its session in the first year of a financial period, the Conference shall examine information on programme implementation during the preceding financial period, together with proposals for advance planning.]

[3.] *2.* For [the purposes indicated in paragraphs 1 and 2 above] *this purpose*, the Conference may as appropriate appoint a tripartite committee to report to it.

Article 12

Reports of the *Chairman of the* Governing Body and the Director-General

1. During the session at the times fixed by the Selection Committee the Conference shall discuss the report of the *Chairman of the* Governing Body on its work and the Report of the Director-General of the International Labour Office on the [activities of the Organization as well as on the steps taken by the Governing Body and the Director-General to give effect to the decisions of the Conference at its previous sessions and the results achieved.] *subjects specified in paragraph 2 below.*

2. *At each session of the Conference in the first year of a biennial financial period, the Director-General shall report on programme implementation and the activities of the Organization during the preceding financial period, together with proposals for advance planning as well as information on the steps taken by the Governing Body and the Director-General to give effect to the decisions of the Conference at its previous sessions and the results achieved. At each session preceding the beginning of a financial period, the said report shall be devoted to a social policy theme of current interest chosen by the Director-General, without prejudice to other questions on which the Conference may have requested the Director-General to report to it on an annual basis.*

[2.] *3.* Text of present paragraph 2 unchanged.

Article 25

1. Unchanged.

[2. In his opening address, the Chairman of the Governing Body shall present the report of the Governing Body on its work.]

[3.] *2.* Unchanged.

[4.] *3.* Unchanged.

[5.] *4.* Unchanged.

5. At the opening of the discussion on the Report of the Director-General, the Chairman of the Governing Body shall report to the Conference on the work of the Governing Body during the preceding year.

Article 17

Resolutions relating to matters not included in an item placed on the agenda

1. (1) *Subject to paragraph 2 below,* no resolution relating to a matter not included in an item placed on the agenda by the Conference or the Governing Body shall be moved at [any sitting] *the session of the Conference preceding the beginning of a biennial financial period. Such resolutions may be moved at other sessions of the Conference* [unless] *provided that* a copy of the resolution has been

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[1] Passages that it is proposed to delete are between square brackets whilst those to be inserted are in italics.

deposited with the Director-General of the International Labour Office at least 15 days before the opening of the session of the Conference, by a delegate to the Conference.

(2) Unchanged.

(3) Unchanged.

2. The President may, with the approval of the three Vice-Presidents, permit a resolution relating to a matter not included in an item placed on the agenda by the Conference or the Governing Body to be moved, although it [has not been deposited as required by] *would not be otherwise receivable under* paragraph 1(1), if it relates either to urgent matters or to matters of an entirely formal nature. *If permission is given, the Officers shall also make a recommendation to the Conference as to the manner in which the said resolution is to be considered before submission to the Conference.*

3. *Subject to paragraph 2 above,* all resolutions relating to matters not included in an item placed on the agenda by the Conference or the Governing Body shall be referred by the Conference for report to a Resolutions Committee unless the Conference, on the recommendation of the Selection Committee, decides that a particular resolution relates to a matter for which another committee is competent and refers it to that other committee.

. . . .

6. The Resolutions Committee shall begin its work as soon as possible after the opening of the session of the Conference, in order to enable it to complete its agenda, and shall terminate its work not later than at 6 p.m. on the [third working day preceding the date fixed for the closing] *last Saturday* of the session. [Rest of paragraph unchanged.]

. . . .

15. The Committee also recommends the Conference to insert the following Note at the end of the Standing Orders:

NOTE FOR MARITIME SESSIONS OF THE INTERNATIONAL LABOUR CONFERENCE

The above Standing Orders apply to all sessions of the International Labour Conference. However, their application to maritime sessions of the Conference is subject to the adjustments set out below:

Articles 7, 7 bis and 11 bis of the Standing Orders are not applicable.

Article 12, paragraph 2: The Report of the Director-General deals with the activities of the Organization in the maritime sector and recent developments affecting that sector.

Article 17, paragraph 1 (1): The first sentence of this paragraph does not apply to maritime sessions.

Article 17, paragraph 6: The time for completion of the work of the Resolutions Committee may have to be fixed by the Conference on the recommendation of the Selection Committee, having regard to the date fixed for the closing of the session.

Article 25, paragraph 5: The Chairman of the Governing Body reports to the Conference on work in the maritime sector since the last maritime session of the Conference.

Articles 27-28: (Admission of new Members) are not applicable.

Article 31 is not applicable.

Articles 48-54 (Governing Body elections) are not applicable.

Geneva, 7 June 1993.

(Signed) Tudor MIRCEA
Chairman and Reporter

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No. 11 – Thursday, 10 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Twelfth sitting

Thursday, 10 June 1993, 10.00 a.m.

Presidents: Mr. Abdel-Hak and Mr. Badey

Original Arabic: The PRESIDENT – We have a full day ahead of us, the morning sitting with its own agenda, and then, a special sitting in the afternoon. That's why I would like to start right away on the agenda, but before we do that I give the floor to the Clerk of the Conference to make two communications.

COMMUNICATION TO THE CONFERENCE

The CLERK OF THE CONFERENCE – The Czech Republic has confirmed that it continues to be bound by the obligations of 57 Conventions ratified by the former Czechoslovakia, which were in force in its territory when it became an independent State.

COMMUNICATION TO THE CONFERENCE OF THE RESULTS OF THE ELECTIONS TO THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE FOR THE PERIOD 1993-96

The CLERK OF THE CONFERENCE – The results of the votes of the electoral colleges which met yesterday to elect the members and deputy members of the Governing Body of the International Labour Office for the period 1993-96 are as follows:

Government members:

- *Argentina*
- *Australia*
- *Chile*
- *Congo*
- *Czech Republic*
- *Ghana*
- *Indonesia*
- *Islamic Republic of Iran*
- *Kenya*
- *Mexico*
- *Nicaragua*
- *Niger*
- *Norway*
- *Qatar*
- *Romania*
- *Tunisia*
- *Venezuela*
- *Zimbabwe*

Deputy members:

- *Canada*
- *Cuba*
- *Egypt*
- *Gabon*
- *Hungary*
- *Mali*
- *Mauritius*
- *Netherlands*
- *New Zealand*
- *Pakistan*
- *Panama*
- *Philippines*
- *Poland*
- *Portugal*
- *Spain*
- *Sudan*
- *Swaziland*
- *Uruguay*

Employers' members:

- Mr. Aka-Angui *(Côte d'Ivoire)*
- Mr. Eurnekian *(Argentina)*
- Mr. Gazarin *(Egypt)*
- Mr. Hultin *(Finland)*
- Mr. Katz *(United States)*
- Ms. Mackie *(United Kingdom)*
- Mr. Nasr *(Lebanon)*
- Mr. Noakes *(Australia)*
- Mr. Oechslin *(France)*
- Mr. Owuor *(Kenya)*
- Mr. Santos Neves Filho *(Brazil)*
- Mr. Tabani *(Pakistan)*
- Mr. Thüsing *(Germany)*
- Mr. Tsujino *(Japan)*

Deputy members:

- Mr. Aboughe-Obame *(Gabon)*
- Mr. Anand *(India)*
- Mr. Diaz Garaycoa *(Ecuador)*
- Ms. Hak *(Netherlands)*
- Mr. Halliwell *(Canada)*
- Mr. Imoisili *(Nigeria)*
- Mr. Lacasa-Aso *(Spain)*
- Mr. Makeka *(Lesotho)*
- Mr. Millette *(Trinidad and Tobago)*
- Mr. Mokzhani *(Malaysia)*
- Mr. Ould Sidi Mohamed *(Mauritania)*
- Mr. del Regil *(Mexico)*
- Mrs. Sasso-Mazzufferi *(Italy)*
- Mr. Touré *(Mali)*

Workers' members:

- Mr. Ben Seddik *(Morocco)*
- Mr. Brett *(United Kingdom)*
- Mr. Doucouré *(Mali)*

Mrs. Engelen-Kefer *(Germany)*
Mr. Falbr *(Czech Republic)*
Mr. Ferguson *(Australia)*
Mr. Gray *(United States)*
Mr. Itoh *(Japan)*
Mr. Mugalla *(Kenya)*
Mr. Naik *(India)*
Mr. Parrot *(Canada)*
Mr. Sánchez Madariaga *(Mexico)*
Mr. Tapiola *(Finland)*
Mr. Vera *(Venezuela)*

Deputy members:

Mr. Agyei *(Ghana)*
Mr. Ahmed *(Pakistan)*
Mr. Bargas *(Brazil)*
Mr. Briesch *(France)*
Mr. Kara *(Israel)*
Mr. Kochkov *(Russian Federation)*
Mr. Mayaki *(Niger)*
Mr. Mendoza *(Philippines)*
Mr. Rampak *(Malaysia)*
Mr. Sandos *(Central African Republic)*
Mr. Sibanda *(Zimbabwe)*
Mr. Trotman *(Barbados)*
Mr. Vanni *(Italy)*
Mr. Wojcik *(Poland)*

Original Arabic: The PRESIDENT – I would like, on behalf of everyone here, to extend congratulations to all members of the former Governing Body on the work they achieved. We also congratulate the new members, wishing them every success during the period 1993-96.

FIFTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original Arabic: The PRESIDENT – Now we turn to the next item on the agenda which concerns the fifth report of the Selection Committee (published in *Provisional Record* No. 5D).

If there are no objections I shall consider the report adopted.

(The report is adopted.)

STATEMENT OF THE PRESIDENT CONCERNING THE SPECIAL SITTING OF THE CONFERENCE

Original Arabic: The PRESIDENT – We now move on to the arrangements concerning the special sitting this afternoon to study Appendix II to the Report of the Director-General on the situation of workers of the occupied Arab territories.

The list of speakers for this special sitting was closed on Tuesday, 8 June, at 6 p.m. so as to enable me, after consulting the Vice-President, to submit to the Conference for decision, without debate, a proposal for a time-limit on speeches.

The list contains the names of 51 speakers, of whom four are representatives of international non-governmental organizations. On the strength of this number, the Officers of the Conference propose fixing the maximum length of speeches at seven minutes, it being understood that this would be a maximum, and that the average length of speeches would be five to six minutes. To save time we shall invite speakers to be ready when it is their time to come up to the rostrum so that the speeches may follow each other without interruption. We would urge speakers to respect the time-limits set, in accordance with the Standing Orders. They should also abide by the democratic rules.

Of course there are exceptions, in particular for the European Communities, whose representative will be speaking on behalf of the 12 member governments, and for the Arab Maghreb Union, whose spokesman will be the representative of the Government of Tunisia. Since this contributes substantially to an overall reduction in the length of the debate and since this practice is followed in other organizations, it appears equitable to increase their time-limit to ten minutes.

Moreover, in order to ensure that the absolute deadline of 9 p.m. already fixed by the Conference is respected, the Officers of the Conference have also concluded that the President should periodically review the situation in the light of the number of speakers remaining on the list so that the maximum time allotted to each speaker can be recalculated if necessary.

If there is no objection to these arrangements which have to be decided by the Conference without debate, in accordance with article 14, paragraph 6, of the Standing Orders, I shall consider them adopted.

I would also like to inform the Conference of certain other arrangements concerning the special sitting and which fall within the prerogatives of the President and the Officers of the Conference.

The first concerns possible requests for the right of reply. In order to save time, this right of reply will be granted at the end of the sitting, in a global, but not in a cumulative manner. This means that the limit of two minutes which had been decided on at the beginning of the session for the exercise of the right of reply will not be multiplied by the number of statements to which the speaker requesting this right wishes to respond, it being understood that the President may, if time permits, allow this limit to be slightly exceeded if the reply concerns a large number of statements.

The second matter concerns non-governmental organizations, four of which have registered for this sitting, but which may in principle only speak with the authorization of all the Officers of the Conference. My colleagues and I have concluded that these non-governmental organizations will be authorized to speak only at the end of the sitting, in the order in which they are registered, and only if their interventions can take place before the Special Sitting concludes at 9 p.m.

May I, in conclusion, emphasize that these arrangements have been decided upon by the Officers of the Conference in the interests of consistency and objectivity and of respecting the legitimate interests of all the parties concerned. There have, moreover, been contacts with them. They are entirely in accordance with the spirit of consensus without which this Special Sitting could not take place. These arrangements should contribute, once again, to the success of an undertaking of whose importance everyone is aware. Now we have completed the presentation of the arrangements for the special sitting which is to be held this afternoon.

Reports of the Governing Body and of the Director-General: Discussion *(cont.)*

Original Arabic: The PRESIDENT – We now come to the discussion of the Reports of the Governing Body and the Director-General.

Original Spanish: Mr. LINARES CALVO *(Government delegate, Cuba)* – In the Report of the Director-General to this Conference, *Social insurance and social protection*, states that "societies which possess reasonable levels of democracy, which respect human rights and human dignity, which promote an equitable distribution of both income and wealth, and which gives thus the scope and opportunity to develop fully, are those which present the most fertile ground for the development of social protection". This is borne out by the experience of my country.

In Cuba, thanks to the revolution, we have a social security and social assistance schedule which protects the entire population. All workers, whether in urban industrialized areas or in agricultural rural areas, are entitled to a decent pension. In fact there is not a single worker or person who is not covered by our system of social security and social assistance.

There are, however, shortcomings in the socio-economic structures of many countries, including some of the more developed ones, and the inability to find valid answers in terms of justice and equity to the growing demands for social protection. This inability is more apparent where the neo-liberal theories, based on the monetarist, restrictive and privatizing approach of the adjustment programme recommended by the IMF further exacerbate imbalances as regards the distribution of income and wealth, swell the ranks of the poor, and plague society with unemployment, a lack of medical care, reduced educational opportunities and the absence of acceptable living conditions.

As a consequence of the application of the neo-liberal policy, some countries are starting to privatize social security, with the pretext that the State is unable to continue to fund social security, and that if it were to stop doing so, the fiscal situation would be entirely different. In short, in a region where a large number of countries are unable to provide protection for more than 20 per cent of the economically active population, it is claimed that social security is responsible for the economic crisis and should therefore be privatized. This is tantamount to destroying it, since by relinquishing the principle of solidarity on which it is based, one clears the way for private schemes under which each worker's pension is limited to what he or she contributed. Where does that leave those who were unable to find work, or those with low incomes? At the same time the employers are being relieved of the obligation to contribute to social security and the State's role in social policy is shrinking, as its functions are transferred to private enterprise and subjected to the laws of the market.

The consequences of this policy are reflected in the increasing poverty and social instability evident in a number of countries.

Social protection, from the point of view of both individual rights and rights of peoples and society as a whole, should have as its premise the recognition of the right to development, to dispose freely and without conditions of natural resources, and to establish structures and mechanisms for the distribution of wealth which are most appropriate for the purposes of social protection and consistent with the interests of the majority of the population.

Cuba, a developing country, has, for more than 30 years, been facing one of the biggest geopolitical challenges of our era. Thanks to the revolution and to socialism, we have proved time and again that it is possible to come to grips with social problems even in very difficult and adverse conditions.

Simultaneous attention to economic and social problems has been a deliberate, consistent and systematic policy in Cuba since 1959. This has enabled us to develop a comprehensive system of protection encompassing employment, public health, education, social security and social assistance.

Together with the radical socio-economic transformations which have taken place since the triumph of the revolution and which established the basis for a fairer and more equitable distribution of national income, one social policy has aimed at achieving full employment – a human right laid down in the Constitution and enjoyed daily by our citizens, in spite of the difficult economic conditions which we have to deal with.

At the present time, 1,250,000 persons, or 10 per cent of my country's population, are retired and receiving a pension.

In Cuba the State is responsible for all expenditures for social security services, public health and education; in 1992 these items represented 60 per cent of the State's budget.

As a result of the health policy in place since the triumph of the revolution, the health situation is similar to that of the developed countries: infant mortality is 10.2 per 1,000 live births; life expectancy stands at 75.7 years for both sexes; the mortality rate is 6.4 per thousand, and there are 7.3 hospital beds per 1,000 inhabitants.

National measures undertaken to enhance social protection must be complemented by major efforts at the international level, where the ILO plays a very active role, leading to collaboration with the countries of the so-called Third World. Such international action should take into consideration the following aspects, among others:

- It is necessary to undertake joint and concerted efforts to enable every country to develop its economy and settle its social debt, on the basis of the principle of fair distribution, ensuring that the poor will not become poorer and that the burden of adjustment will not fall on the most vulnerable social groups.
- Economic growth alone will not solve social problems. There must also be political will to use the benefits of growth in the interest of all, and for genuine economic and social development.
- We must broaden the scope of social security, not reduce it, by applying the principles of national solidarity, complete and universal coverage, efficiency, equity, redistribution and opportunity. These principles should be the basis of social policy, in accordance with various international agreements and events in this field, such as the recent Madrid agreement on social security in Ibero-America and at the Inter-American Conference on Social Security which was held in Acapulco, Mexico.

– Although it is clear that we must enhance efficiency in the administration and funding of the social security institutions, we must also ensure that we do not introduce machinery that is inconsistent with international standards. In particular, we must guard against approaches which rank economic viability and profit ahead of public interest.

Cuba, as you all know, is the victim of a most atrocious, prolonged and criminal economic blockade, which has continued for more than 30 years, and is increasing in intensity as a result of the so-called Torricelli Amendment. They want to starve us to death, by denying us access to markets; they want our sick to keep from regaining their health, by making it impossible for us to buy medication. This policy is shameful and criminal, and flies in the face of the international community's will, as expressed at the 47th Session of the General Assembly of the United Nations in a resolution entitled "Necessity of ending the economic, commercial and financial embargo imposed by the United States of America against Cuba".

But our people will survive any test, and holding our heads high we shall always remain independent and true, so that we may continue to live in dignity.

Mr. CASSAR *(Ministry of Education and Human Resources, Malta)* – Allow me to congratulate the President on his election to his high office. I also congratulate the Director-General on his reappointment. I thank the former members of the Governing Body and I wish success to the new members who were elected yesterday.

One of the features of the restructuring taking place in the world of work and employment today is the increasing demand for time flexibility by all parties concerned. Rapid shifts of consumer taste and market prices and product shifts cause company managements to have a more critical outlook on the allocation of time and work. Just-in-time production systems operating with near to zero inventory and stock levels must be accompanied by a just-in-time labour force to be fully effective, giving priority to the job and the client before the traditional ethos of institutionalized time-keeping. And even the employers are proving more positively disposed towards the adoption of flexitime arrangements, permitting greater discretion in organizing the balance between work and non-work duties and activities.

No wonder therefore, that there are very many departures today from fixed-time, nine-to-five working arrangements, or ten-to-six arrangements as we have here. Part-time work, along with other ingenious adaptations of time flexibility, have become the order of the day. The demise of mass standard labour-intensive manufacturing has made the concept of fixed time at work not only possibly redundant but also counter-productive to business, employer, manager and worker alike. The now popular human resource management philosophy is of the same opinion: "Do your job and do it well; first, plan your time accordingly" is the dictum, enshrined as it is in a belief in and dependence on the total resource endowment of labour, including time allocation. The old school would have it differently. Concerned as it was primarily with control and quantity, rather than commitment and quality, the pattern was "keep time first – everything else follows".

The proposed conclusions for the adoption of standards on part-time work in the form of a Convention supplemented by a Recommendation deserves wholehearted support. It is certainly a step calculated to better guarantee justice to an increasingly large category of workers. But it can also be regarded as a step towards the even more important recognition of the need for better account to be taken of the relationship between the formal and the informal (inclusive of, but more extensive than the "black") sectors of the economy. An appeal in this sense was made to this Conference by the Government of Malta a few years ago.

It has often been recognized that part-time work straddles both the formal and the informal sectors of the economy. Many kinds of work, including personal services, handiwork, maintenance and gardening jobs, are generally available only through part-timers in the informal sector. Other kinds of work, for example work in the big retailing stores, are usually allocated on a regular part-time basis. Most of these part-time jobs are taken up in the developed and increasingly in developing countries by women who for the rest of their time contribute to economic growth additionally through the informal economy. This kind of double participation in the world of work is becoming increasingly significant through the penetration of communication high technology into the home. Clearly, the proposals at present before us are not intended to be a total approach to this really major aspect of the changing situation of the world of work. But they are a step in the right direction. They provide at least an indication of new perspectives that require urgent attention.

There is one point which I feel would be an important improvement in the text. Point 12 proposes that – and here I quote: "measures should be taken to encourage the creation of part-time jobs and to facilitate access to such jobs". The three measures proposed are, in my opinion, good but I think that, in addition to adapting social security measures so that they do not discourage acceptance of part-time work, a reference should also be included to taxation. There are several cases, notoriously that of market gardeners and fruit farmers, for whom the engagement of part-time labour is essential, where the tax system effectively can make it impossible. This is undoubtedly a major inducement to "black" economic activity, and reasonable adjustments of the taxation system complementary to those envisaged for the social security system would lead to its return to the fold of legitimacy. It would also make realistic the provision in section 7 regarding the right of part-timers to organize themselves in unions and to bargain collectively.

Of course, the adaptation of social security provisions, in order to encourage both the expansion of home-and neighbourhood-based work for the middle-aged and the elderly as well as flexible or early retirement schemes which are considered desirable in many contexts, is essential for the encouragement of part-time work by such pensioners. Earlier retirement will be either too expensive to fund or impose unacceptably low levels of income unless real opportunities for suitable part-time work are created.

It is obvious that both in a Convention for widespread international application, and also in Recommendations, it is impossible to be very concrete or to spell out practical options in detail. But it is important to recognize that measures concerning part-time work should not be considered merely as refinements of existing patterns of legislation to polish up social justice provisions, but should reflect the important shifts occurring in the structure of the world of work as well as a better perception of previously neglected realities, such as the size and role of the informal economy.

The changes at present occurring in the means and modes of production force us to anticipate that in the near future many more men and women will need to be able to transfer more easily and cyclically from the formal to the informal economies, and indeed probably to work part time for significant periods of their life. It is consequently of the greatest importance that the proposed Convention and Recommendation be seen as signalling a call for a change in outlook, not only by governments but also by private sector employers and trade unions. It should perhaps be seen as a first step towards the promotion of what has been called "integrated resource management".

As Graeme Shankland wrote in his book *Wanted work*: "At the moment full-time employees have access to resources in their firms, often underused, but do not own them and have little time to exploit them. The unemployed pensioners and others in the informal economy have skills and spare time but are denied access to resources; small businesses can recruit and keep their workers but enjoy limited access to resources; large ones can command vast resources but find it difficult to recruit workers. Bringing together time and labour with resources and permitting both to work can only benefit individuals, the local community and the general level of social and economic activity."

I would like to conclude by further urging that the allusion to publicity and information concerning part-time work in paragraph (c) of Point 12 be expanded to cover also publicity and information about the positive aspects of part-time work in the present crucial juncture of the world economy. Its encouragement will not result merely from governmental edicts. The setting out of standards through legislation and regulation is to be negotiated on certain given points. But the consensus of employers and unions in a common and shared understanding of the new role of part-time work is equally essential, particularly of its complementarity to full-time work. It is most important that the two types of work be no longer regarded as rivals but as both necessary for the better development of all. I suspect that there is still much scope for intensive and extensive public education on this score and that the International Labour Organization can and should contribute a great deal to that end. A steady amelioration leading to a condition of indefinite contract even for part-time wage-earners will substantially reduce the exploitation, conscious or otherwise, of this labour segment and further intensify participation for the benefit of all concerned.

Original Burmese: Mr. THAUNG *(Minister for Labour, Myanmar)* It is indeed my profound pleasure and honour to address the 80th Session of the International Labour Conference. This Conference also provides me with an opportunity to meet with tripartite delegates from member countries gathered at this august assembly with common objectives.

On behalf of the Myanmar delegation and in my own name, may I extend warmest congratulations to the President on his unanimous election to his high office. I am fully confident that with his rich experience, ingenuity and wisdom this session will yield fruitful results.

I would first of all like to express our delegation's full support to the Reports of the Governing Body and the Director-General of the Organization. In particular, allow me to make some brief comments on the important item on the agenda concerning the role of ILO in technical cooperation. Technical cooperation has been a major concern of the Organization for many years. We believe that the measures envisaged in the Report can truly bring both short-term and long-term benefits for the developing countries. We wholeheartedly welcome the new approaches and proposals relating to the role of the ILO in the area of technical cooperation.

The delegation of Myanmar would like to stress that the fruits of technical cooperation programmes should be fully enjoyed by its recipients. In this regard, the ILO should continue to exert its efforts to meet the needs of the respective region and the needs of the individual country as well. Moreover, we are of the view that member countries should strive harder to achieve closer cooperation at the regional level for the realization of social goals.

The Union of Myanmar became a Member of the ILO in 1948. Throughout these 45 years of membership, she has firmly stood by the fundamental principles of the Organization and has faithfully carried out its programmes. Myanmar has full confidence in the ILO and has always supported its noble endeavours. Myanmar has been participating actively in other international bodies in accordance with her independent and active foreign policy. Myanmar will continue to enhance her cooperation among the family of nations based on sincerity and good will as she has done in the past.

The State Law and Order Restoration Council is fully committed to uplifting the standard of the workers in the Union of Myanmar and all efforts are being made with a view to achieving this goal. May I be permitted at this juncture to inform the assembly that, despite these noble efforts by the Government, anti-government terrorist insurgents are trying to propagate unfounded and malicious propaganda to create misunderstandings and tarnish the good reputation of the country internationally.

Some of the terrorist insurgents are expatriates who have violated the existing laws of the land and have formed illegal organizations to engage in activities against the Government. In matters concerning the workers, a sham organization which does not represent a single member of the workforce of Myanmar has been formed by these expatriates with the political motivation of propagating groundless allegations against Myanmar.

I have stated this to provide true information to the distinguished delegates who are gathered before this august assembly so that the matters concerning my country can be viewed and considered in their true perspective.

The present-day Myanmar is witnessing progress and development in all aspects, in keeping with the changing times. In the political sphere, the National Convention has been convened since 9 January 1993 to lay down basic principles for drafting a new, firm and an enduring state Constitution. The delegates to the National Convention include not only representatives from political parties and representatives elected at the general election, but also representatives from national races and people from all strata of life, including workers, peasants and the intelligentsia.

In this national exercise we have stressed the importance of avoiding the weakness and flaws of the previous Constitutions. As the saying goes, "A good beginning can ensure a safe future". We believe that the adoption of the basic principles of the new state Constitution should be made with great care and thoroughness as it constitutes the lifeblood of our nation. The National Convention is being held with a view to the perpetuation of the Union, and to secure a peaceful and tranquil environment for all the national races. The entire nation is therefore eagerly awaiting the success of the National Convention. The emergence of a new state Constitution will result in the formation of a strong Government and the establishment of political, economic and social structures in conformity with the provisions of the state Constitution.

Economic development is vital for increasing the living standards of workers and peasants. In Myanmar, 1992-93 has been designated as an economic year and endeavours are being made to achieve all-round development. The use of innovative methods has greatly contributed to success in agriculture and the fishery and livestock-breeding sectors. Rice cultivation, fish breeding, the cultivation of all-year-round crops in all regions, multiple cropping, the reclaiming of virgin and fallow lands have met with in unprecedented success. This in turn has given rise to a substantial increase in income.

Much has been done in the social sphere for the well-being of employees in the public sector. The delegation of Myanmar already had informed last year's assembly of the establishment of new satellite towns providing for the proper housing and settlement of more than 50,000 employees.

Another encouraging move for public service employees is the substantial increase of their salary and wage rates by 25 to 33 per cent in order to narrow down the disparity between income and soaring commodity prices. This increase is the second of its kind which covers both in-service and retired personnel. In addition, due to the relaxation of taxes by the Government on this increase, employees can fully enjoy the benefit of the boost to their salaries and wages. In this manner, the Government has been striving for the well-being of the workers, peasants and the entire population.

Myanmar is achieving unprecedented success in her national development endeavours. Moreover, due to the prevalence of stability, peace and tranquillity throughout the nation, people can freely pursue their economic, social and religious activities. The malicious propaganda against the Union of Myanmar will automatically disappear.

Before concluding, I would like to state that Myanmar will continue to participate and cooperate in the activities of the Organization as a nation where universal values of justice, liberty and equality flourish, and as a nation which protects the rights and privileges of all national races and citizens, including those of the workers, peasants and the intelligentsia.

Original French: Mr. TRENTCHEV *(Workers' delegate, Bulgaria)* – I should like to associate myself with the preceding speakers' expressions of respect with regard to the important function to which the President has been elected.

During the past few years we have been witnessing changes of a political and economic character unknown until now. Movements towards political freedom are, almost everywhere, proceeding together with economic reforms.

The pluralism which exists in our country and the principle of rotation applied to the participation of different trade union organizations in the activities of your Organization have rendered possible my presence at this session of the International Labour Conference as representative of the Podkrepa Labour Confederation. Our organization was born out of the struggle against totalitarianism and for trade union freedom and all its efforts are oriented towards uniting its members on the path to democracy. These are the objectives of our current policy.

The end of the Cold War between the most powerful countries in the world brought new challenges to society worldwide – poverty, unemployment, new sources of bloody struggles.

In this complex situation, the relative part played by the ILO with regard to all these new problems is very considerable. The nature and content of the list of themes included in the agenda reflect the different aspects of integrated social defence.

The problems of social insurance and social protection, the prevention of serious work accidents, part-time work, as well as the role of the ILO in technical cooperation, are very topical for our country.

As far as Bulgaria is concerned, we are not afraid to affirm that the country has opted for tripartite cooperation which has found favourable conditions for further development. With this purpose in view, we can tap the rich experience of many member countries of the ILO. We are convinced that in the future this cooperation will develop at all levels with, of course, the precious assistance of your Organization. Tripartite cooperation is a powerful arm when it comes to aiding countries, such as those of Central and Eastern Europe and other countries of the developing world, passing through an economic crisis. We consider that mutual aid at the national level and international level is a means for strengthening the economy of poorer countries, and we therefore appeal to our social partners in the developed countries – to the employers – to help the employers of countries undergoing crisis in their efforts to create new jobs so as to tap unutilized economic and agricultural resources and to achieve a reasonable price-fixing policy for raw materials and imports. We launch an appeal for a sincere and systematic dialogue.

The world is witnessing dangerous explosions which have become social and national conflicts. It is possible to prevent them by means of a joint effort by the international organizations, by governments, by our social partners. The virtues which have been proclaimed by all religions without exception should not exist only on the pages of holy books. There should be a place for them in our everyday life.

I should like to inform the present assembly that I respect deeply the fact that Bulgaria is one of a certain number of countries which have been placed in an extremely unfavourable economic situation for rather unfortunate geographical and historical reasons. Its support of democratic forces fighting against the occupation of Kuwait resulted in a burden of a debt of 2 billion United States dollars. Debts additional to this amount have been forecast in connection with the economic measures taken by the United Nations enterprises in connection with former Yugoslavia. The communist regime imposed upon our people at the end of the Second World War left a heritage of a tens of billions of dollars debit as well as a ruined industrial and agricultural economy. All this, of course, at the cost of the workers, the employees and the peasants. We, the trade unions, as their legitimate defenders, are obliged to launch an appeal from this platform to the participants in this forum to assist us to achieve financial stability by the creation of new jobs and the abolition of poverty.

We launch an appeal to the ILO for active cooperation with those who have the power to solve problems at the level of the world economy. These are the International Monetary Fund, the European Community and the economically developed countries. We hope that they will assist us in overcoming unemployment and poverty. It is the only way to achieve the elimination of social tension and bloody conflict.

Our members and our sympathizers have followed with great interest the numerous instances of technical cooperation between the ILO and Bulgaria, which they have found to be very appropriate. The new team in Budapest in this connection is a very valuable unit for the activities of the ILO in our country.

As Vice-Chairman of the ICFTU, I should like to express the wish to all participants in the current session that this meeting should become an important stage in the working out of an international and national tripartite cooperation strategy in the struggle for freedom, the basis of which is the struggle against unemployment and poverty.

Ms. WIDDECOMBE *(Parliamentary Under-Secretary of State for Employment, United Kingdom)* – I should first like to congratulate the President on his appointment to chair the proceedings of this 80th Session of the International Labour Conference, and indeed to pay tribute to the experience and commitment which qualifies him for this important role.

I warmly welcome the opportunity to address this Conference today on the topics of social insurance and social protection. I congratulate the Director-General for choosing these topics for consideration at the Conference this year: they are both of considerable concern to many countries at the present time. I propose to comment briefly on the Director-General's Report and then to describe the approach of the United Kingdom Government.

The Director-General's Report paints a daunting picture of the current situation. On the one hand it chronicles the development since 1945 of an increasingly ambitious framework of ILO Recommendations and Conventions to lay down standards for state provision of social security. On the other hand the Report indicates that it has taken several decades even for highly industrialized countries to achieve comprehensive social security systems and that the funding of these systems now threatens to impose an unsustainable burden of additional costs. In the meantime there seems little prospect of developing countries ever establishing comparable systems of social security without very substantial growth in employment. The Report also concedes that few of the relevant ILO Conventions have been ratified even by a significant number of industrialized countries.

The United Kingdom Government believes that this very comprehensive analysis poses serious questions about the best way forward both for industrialized and for developing countries and about the relevance for developing countries of ILO standards in this field.

In the United Kingdom we have one of the world's oldest and most developed social security systems, a comprehensive state-administered benefit scheme which covers the entire population. It is provided through a contributory social insurance scheme complemented by a range of non-contributory measures.

Under our national insurance scheme, benefits for sickness, unemployment and old age are provided entirely from contributions and currently account for almost exactly half of the total benefit expenditure in the United Kingdom.

The contributory principle is well established, but the United Kingdom Government sees no reason why people should be restricted to just one means of providing for themselves and their families. We believe in increasing personal choice and have therefore opened up the possibility of individuals receiving part of their pension entitlement through a personal pension scheme of their own choice rather than entirely through the state system. This encourages self-reliance and, with other changes to the scheme, has also helped to reduce the likely burden on future contributors.

At the same time we recognize of course that the contributory principle cannot provide security for those who are not working or who have been unable to build up an entitlement to social insurance. We therefore also have a well-developed system of non-contributory social protection, which is funded from general taxation. This system offers greater flexibility in meeting needs than is possible with a purely insurance-based approach, which requires the prediction of future contingencies before they can be covered. But the cost of funding both our national insurance scheme and our non-contributory benefits has been rising at an alarming rate. In the past year spending on social security was more than twice what we spent on health, and more than ten times what we spent on education.

One cause of the rising trend in social security expenditure has been unemployment. Like many countries we have had to spend more on unemployment benefits. But we are also spending more on families, more on the sick, more on disabled people and much more on the elderly. Quite simply there are more elderly people and they are living longer than in the past. In 1990 there were 3.4 people of working age in the United Kingdom for every one pensioner. But by 2030 that will have declined to only 2.2 people of working age in the United Kingdom for every pensioner. The burden on the working population of supporting expenditure on pensions will therefore continue to rise, all other things being equal.

The key question therefore is whether we can allow social security to take a bigger and bigger share of government spending. If it continues to grow faster than public expenditure and the economy, then it can only be funded by an increased burden of taxes and contributions on individuals and business or by cuts in other programmes, such as education and health, which few would welcome.

So the United Kingdom is adopting policies designed both to contain pressure on costs and to use finite resources to best effect.

Firstly, we have significantly reduced the running costs of our social security scheme. Secondly, we have changed state pension rules to enable individuals to provide for part of their pension outside the state scheme as I explained earlier. And thirdly, we have used non-contributory benefits and targeted them on particular client groups to help focus resources on those in greatest need. Fourthly, we are designing social security policies to achieve a balance between providing for needs and ensuring that incentives to work are maintained and indeed improved, and any financial disincentives minimized. An example is "in-work" benefits for families or the disabled with low wages, where entitlement is gradually withdrawn as wages increase, thus gradually preparing individuals to support themselves.

All these measures make a useful contribution to containing the costs of social security. But social security policies cannot succeed on their own. As the Report acknowledges they depend for their success on the wealth generated by growth in the economy and employment. In this context, I would like to stress the importance of the right macroeconomic policies which create the conditions for economic growth, particularly by holding down inflation, and the need to relieve employers of unnecessary regulation particularly because this helps to encourage individuals to create their own employment and it encourages small businesses to expand.

Whether in the context of the ILO, or for the United Kingdom in the context of the European Community, it is vitally important that new burdens are not placed on the shoulders of employers without proper account being taken of the implications those burdens may have for competitiveness and therefore for jobs. It is almost always the case that whenever new forms of social protection or new social security safeguards for workers are proposed, those putting them forward do so out of a genuine concern to improve the conditions of those who work. The ILO has a proud tradition in this respect. But particularly in countries where basic standards are already in place and enforced, we need to be extremely careful that in adding to them, we do not undermine the very jobs that we are trying to protect.

And so I suggest that both at the national and the international level we must continue to search for imaginative solutions which will allow us to continue to provide support for those in need while increasing their incentives and their capacities to become self-sufficient, without placing an unbearable burden on employers, on the present economy or indeed on future generations of contributors. I commend the ILO's efforts to find fresh solutions to the complex problems involved in this task both through the debate at this Conference and through its technical cooperation programmes.

In that context I am delighted to say that the United Kingdom has been able to play a role itself in helping the ILO provide technical assistance to other countries in this field. I feel sure that sharing experience between countries can offer practical solutions to the difficult problems which we all face in the social security field and in other areas of common concern within the ILO's mandate. It therefore seems particularly appropriate that the ILO's whole approach to technical cooperation is being examined at the Conference this year. The United Kingdom Government believes that it is important for the ILO to ensure that its own objectives and procedures keep pace with the changing requirements of the modern world, and that in particular its technical cooperation is targeted cost-effectively where it is most needed and where the ILO is best qualified to help. We recognize that far-reaching reforms are already under way. The United Kingdom Government will strongly support a continuing programme of reform to introduce those further improvements still necessary to equip the ILO to discharge its role effectively into the twenty-first century.

Mr. MOUSHIOUTAS *(Minister of Labour and Social Insurance, Cyprus)* – Mr. President, in congratulating you on your election to the presidency of this Conference, the Delegation of Cyprus feels that the Conference is in excellent hands. We are confident that through your leadership and qualities, this Conference will come to a successful conclusion.

The theme chosen by the Director-General for this year's Conference is indeed very topical and of great concern to many developing countries as well as a significant number of developed ones. The Director-General is to be warmly congratulated on his Report, which highlights some of the strategic issues which governments, the social partners and social security agencies must address if social protection is to have greater meaning for a wider section of the population.

Although we understand the factors which have led to the great disparity between developed and developing countries in their ability to protect the disadvantaged, we cannot but feel greatly concerned at the existence of this disparity and we fully endorse fully the strategies put forward by the Director-General for pushing back or mitigating the constraints which prevent developing countries from enhancing their social protection.

We could not agree more with the Director-General that "social protection involves the willingness of each individual in a community to contribute to the care of its members who are disadvantaged or need support in the knowledge, of course, that he or she will receive similar support if and when it is needed". Convincing the average person of the value of solidarity as a prerequisite for the development of social protection is not an easy task. Having realized the role which workers' and employers' organizations could play in fostering a belief in solidarity among their members, we have since from the early days of our independence enlisted the support and active involvement of our social partners in policy formulation and decision-making on all labour and social security matters.

Indeed, we believe that our achievements in the field of social protection, which compare well with those in developed countries, can be attributed largely to the involvement and commitment of the social partners. At this point, I would like to talk briefly about the evolution of social security in Cyprus and to share with you our experience.

The earliest attempts to provide social security in my country can be traced back to the fifteenth century B.C. and specifically to the contract signed at around that time by Stasikypros, king of the ancient city-kingdom of Idalion, and the doctor Onisillos. On the basis of that contact, the latter undertook to offer medical care at the city's expense to victims of the Persian siege of the city.

Much later on, the care of the old and the disabled became the responsibility of the Church or depended on the charitable feelings of the citizens. This state of affairs continued until 1957, when the colonial government introduced the first social insurance scheme, which provided limited coverage both with regards to personal and the material scope.

Since the establishment in 1960 of the independent Republic of Cyprus, in 1960, the Constitution of which expressly guarantees the right of every citizen to social security, the extension and improvement of social security have been basic objectives of the Government's social policy. In line with this policy, the scheme was gradually extended to cover all employees and the self-employed, whilst improvements in the form of increased and new benefits continued to be made until 1974.

The tragic events of that year and their adverse repercussions on the economy of the island as a whole threatened the viability of the scheme.

To save it from bankruptcy and to safeguard social security as an institution, the Government, with the consent of its social partners, was compelled to reduce benefits substantially and to suspend the payment of unemployment benefit. At the same time, it passed legislation to a national assistance scheme as a safety net providing statutory benefits subject to a means test.

The slow but steady recovery of the economy allowed gradual restoration of the scheme to pre-1974 levels and made possible some further improvements.

However, despite all the improvements, the protection afforded by the scheme was inadequate mainly because of the single-rate nature of contributions and benefits. This shortcoming, and the desperate need of the working population of Cyprus for more effective protection, gave a spur to the establishment of non-statutory occupational schemes. These schemes generally took the form of provident funds covering the employees of a particular firm or enterprise. In essence, they were saving schemes characterized by an individualistic approach and without any element of solidarity or income redistribution.

In cooperation with its social partners, the Government of Cyprus reviewed the whole situation. The review resulted in the introduction, from October 1980, of an earnings-related scheme financed by contributions from the State, employers and employees, which guaranteed a decent level of benefits.

Among the principles on which this new scheme was based were those of solidarity and the redistribution of income. In keeping with those principles, there were no exemptions from the scheme even for categories of employees such as civil servants, whose occupational schemes provided better protection. At the same time, and in order to ease the burden on the economy entailed by the introduction of the new scheme and to avoid the creation of over privileged groups among the working population, provision was made to reduce benefits from the occupational schemes with due regard to the value of the additional benefits payable under the new scheme. In 1988, family benefits financed from general taxation were also introduced.

This synopsis of the evolution of social security in Cyprus shows that its development has followed a gradual but steady and progressive path. We do not claim, however, that there is no room for further improvements. We are currently considering, inter alia, the introduction of a universal non-contributory old-age pension, the elimination of existing inequalities between the sexes in social security legislation and the provision of additional benefits to people in a state of dependency.

The Director-General has proclaimed ILO's willingness to offer to its member States both normative and technical support in matters concerning the structure and development of their social security schemes and social protection. Having itself benefited from ILO assistance in setting up and fostering its social security system, the Government of Cyprus would like to take this opportunity of assuring the ILO of its own willingness to share this experience with other countries which may find it useful.

My Ministry, through its Department of Social Insurance, will be glad to collaborate with the ILO in helping developing countries, including those of Central and Eastern Europe, to reform their social insurance institutions. In this connection, I would like to mention that in cooperation with the ILO, we shall be hosting a round table meeting early next year on tripartism and the administration of social security, with the participation of high-level tripartite delegations from those countries.

In conclusion, I would like to congratulate the Director-General once again on his excellent Report which has given much food for thought to all concerned with social security, and to stress that there are no ready-made solutions to social security issues. Each country must consider its social and economic conditions and the aspirations of its people and formulate solutions accordingly, drawing on the experience of other countries and guided by the principles of the international instruments.

Original German: Mr. TEGTMEIER *(Secretary of State, Ministry of Labour and Social Affairs, Germany)* – I should first like to congratulate the President on being entrusted by this session of the Conference with the responsibility of his high office. I trust that under his leadership the proceedings will be both productive and successful. I should also like to congratulate the Director-General of the International Labour Office, Mr. Michel Hansenne, on his re-election two weeks ago for the period 1994-99. He may rest assured that we shall make every effort to support and keep abreast of his activities while in office.

The central theme of the Report of the Director-General to this session of the Conference is *Social insurance and social protection*. A more topical theme is scarcely conceivable in view of the major economic changes and changes in social structures under way in many countries and of the consequences of the weak economic situation worldwide. I say this as the representative of a country regarded as the originator of the centrepiece of social insurance – old-age insurance. Germany was the first country to introduce an old-age pension scheme in 1889, followed by Denmark in 1891, New Zealand in

1898, the United Kingdom in 1908 and France in 1912.

Far be it for me, however, to deduce from Germany's pioneering role in social insurance that the German system should stand as a model for others or be taken over by them lock, stock and barrel. Even Denmark's second oldest model differs markedly from ours. Both systems, and many others too, as may be gathered from the Report of the Director-General, have proved their worth but have required constant improvement and will continue to do so in the future.

All schemes have one underlying principle in common: men or women who have provided through their work not only for their own well-being and that of their families but also for the economic well-being of the community must not be allowed to sink into poverty when age, sickness, unemployment or motherhood prevents them from working.

As noted in the Report of the Director-General, social security and social protection schemes are facing major challenges today throughout the world. Three separate situations may be distinguished:

- The advanced schemes in many industrialized countries are becoming almost impossible to finance because of population factors and economic recession – with its implications for the labour market.
- In most developing countries, social security schemes – in many cases based on those established by former colonial Powers – cover only a small proportion of the working population and provide only a narrow range of benefits; there is no comprehensive protection for unemployment due to illness, old age, childbearing or disability. There are also frequent administrative difficulties in respect of collection of contributions, payment of benefits and calculation of entitlements.
- In the countries of Central and Eastern Europe, in transition from a centrally planned to a market economy, the modest enterprise-linked welfare systems collapsed in many cases together with unproductive companies; the State, the Party, the State enterprise and the State-run union that were responsible for allocating jobs, fixing wages and providing social benefits have ceased to perform these tasks and have not been replaced by alternative social security authorities.

The Director-General has no panacea to offer for these problems. There is no such solution. And I have no cure to offer either. If I had, I could put it to good use in my own country.

Allow me, however, to offer some constructive criticism regarding the Report. I refer not so much to the fact that the Report does not always make it clear that there are countries – including Germany – in which different forms of benefit – social assistance and statutory old-age insurance – are available to ensure a minimum income and to provide old-age benefit consistent with a person's previous working life. Given the brevity of the overview, which makes it easier to grasp, this omission is excusable although it may be misleading for a reader who is not familiar with the material.

On the other hand, I missed a reference to the connection with social protection and population factors. Although the impact of population trends on pension funding is described, there is no mention of the unquestionable influence on people's reproductive behaviour of the introduction and development of social protection schemes. I shall give two examples from a recently published scientific paper: the birth ratio in Germany in 1880 (before the introduction of old-age insurance) was 38 births per 1,000 members of the population (slightly fewer than in Nicaragua and Bangladesh at present); the corresponding ratio today is well under ten births. In Cuba the annual population growth rate was 2.4 per cent before old-age insurance was introduced there in the early 1960s; 25 years later the growth rate had fallen to 1.2 per cent.

The conclusion to be drawn from these figures is that high population growth rates often reflect anxiety about being left without an income in later life. Children assume the function of a social insurance. The fact that the rearing of large families overtaxes the parents' energies is usually realized too late.

As a result, instead of caring for retired parents as grown-up skilled and productive workers, children have to contribute to the family budget at an early age because their parents' wages are insufficient. This is one of the reasons for the phenomenon of child labour, against which the ILO has declared war with firm support from Germany.

But to return to the Report of the Director-General, it leaves one with the impression that the ILO is well placed to play a role in overcoming the present crises and shortcomings in social security schemes.

To come back to the three situations already referred to: in the case of the industrialized countries, whose social security schemes are in crisis, the ILO's role will basically consist solely in serving as a forum for the sharing of experience and in supporting and stimulating such exchanges by means of scientific studies and meetings.

In the case of the developing countries, however, and also in the case of States whose economies are undergoing a process of transition, the ILO can do more than merely promote exchanges of experience. The experience it has gained from evaluating different social security schemes, and the expertise of its specialists in that area, allow it to offer valuable advice and practical assistance to countries in which a system of social security and social protection is only now being introduced or reorganized.

In section 3 of the Report we find the basic elements needed for the gradual establishment of solid social security schemes – with a reminder that this cannot be achieved overnight.

Of course, funds are required for ILO assistance of this kind but I have the impression that social security has hitherto been the Cinderella of development aid.

As far as bilateral German development assistance is concerned, I am not alone in harbouring such feelings. In March 1993 the representatives of the two ruling parties in the German Federal Parliament, the CDU/CSU and the FDP, presented a report on the subject "The development and extension of social security systems in the developing countries".

The report begins with the following sentences: "Social security has hitherto played a secondary role in cooperation for development. Although the fight against poverty and its causes has now become a central component of development policy worldwide, the number of poor people is still increasing. The reasons are not only civil wars, natural disasters, economic decline and the population explosion but also the collapse of traditional security systems."

The report also makes the following recommendation to the Federal Government: "To report within six months on existing projects and past experience in introducing and developing national, multilateral and non-State social security schemes. The report should also assess the strategies of the International Labour Organization and its experience in setting up social security schemes."

But even the ILO devotes scant attention to social security in channelling funds into development assistance: it comes only eleventh among the 15 major programmes in the draft Programme and Budget for 1994-95.

As regards Germany's cooperation with the ILO, it strikes me that none of the projects that we promoted in the last few years dealt with social security (one such project is now planned for 1994). The Federal Government is less to blame for this than the ILO, which submits the project proposals.

Our conclusion is that there is a great deal of catching up to do in the field of social security. This has also been recognized by the World Bank and the International Monetary Fund which, as the latter's Director-General Mr. Camdessus noted here two years ago, is laying special emphasis on the promotion of social security in its projects. The Report of the Director-General should, to my mind, become the starting-point for a rethinking exercise and for new attitudes and projects. Let us seize the opportunity we have been offered.

Original Spanish: Mr. HERRERA ROA *(Employers' delegate, Dominican Republic)* – It is a great honour for me to participate in this 80th Session of the International Labour Conference on behalf of the employers of the Dominican Republic.

Before saying a few words about the items on the agenda of this session, I would like to express my well deserved congratulations to the Director-General of the ILO for his important Report which not only reviews the activities of the ILO over the past year, but tackles one of the subjects of most concern today to people in the labour world, namely social insurance and social protection.

The first Part of the Report deals with the question of social security schemes and social protection in member States, and the role which can be played by the ILO in helping to make these schemes more efficient.

According to the Report of the Director-General, many countries plan to introduce radical reforms in their social security and social protection systems. This is a necessity, the Director-General says, brought about by various factors. First, the precarious economic circumstances prevailing at present, particularly in developing countries. Secondly, the application of economic stabilization and structural adjustment programmes. Thirdly, the inefficiency which in some countries besets the management, administration and running of the social security institutions.

None of these factors is foreign to the social reality of the Dominican Republic. One of our priorities in the employers' sector is the establishment of a social security system which, we believe, should be based on solidarity, administrative efficiency, technical and financial efficiency and the granting of free choice to its members. The most representative employers' organizations of the Dominican Republic are, together with the labour sector and the competent official institutions in the health field, working together to create a major national tripartite forum for social security which will meet on 6 July of this year.

We have in our country a private social security scheme which emerged as a result of the inefficiency of our social security system. This scheme, which is based on agreements between physician and patient establishing agreed annual fees has been favourably received by the public and the number of participants has been estimated at between 500,000 and 800,000. This is almost double the number of persons covered by the state social security system. We do not intend to substitute or privatize state social security, but in the light of what is likely to happen in the field of social and medical services, the objective is to give this private scheme an important part to play in the reform of our national health system. The social security system, once it has been restructured, should not be totally privatized nor totally state-run. It should be a combination of the two. Therefore, the idea is that through a basic health plan people will have a free choice of public social security hospitals or private clinics. We believe that the universalization of a health social protection system as I have just described will lead to greater efficiency, equity and solidarity.

As regards the report of the Committee of Experts on the Application of Conventions and Recommendations as regards the Dominican Republic, we would like to express our satisfaction with its comments and observations, which are a recognition of the efforts of the social partners in the Dominican Republic in achieving true tripartite dialogue which has resulted in the adoption of our new Labour Code. The Committee of Experts duly noted with satisfaction the adoption of a Labour Code on 29 May 1992, which prohibits work by minors and persons under the age of 14 in the agricultural sector. The Committee also noted with satisfaction the provisions of the new Labour Code as regards trade union freedoms, which modify and derogate several standards which had been the subject of observations by the Committee of Experts for a number of years. The new Labour Code includes in its scope agricultural and related workers as well as workers in state enterprises and autonomous state bodies of a commercial, industrial and financial kind. The Committee also noted with satisfaction basic principle No. 7 of the Code which expressly prohibits discrimination, and incorporates the text of each of the forms of discrimination set forth in Article 1 of Convention No. 111.

The employers' sector in the Dominican Republic is making efforts to ensure that the new institutions established under the new Labour Code are truly effective and achieve the purpose for which they were designed. This is the case with the members of the labour tribunals, a new institution in our labour legislation.

The employers' groups are concerned about ensuring that adequate training is provided for the members who will represent the employers. Courses and seminars are being organized to ensure that we train people and thus contribute to greater justice. They are being paid for their services, as laid down in the new Labour Code, and the employers' sector is trying to ensure a permanent office is established to provide assistance and follow-up services to these members.

As regards the labour credit guarantees, the employers' organizations in my country are working towards and preparing for the implementation of regulations for these guarantees, as required under section 738 of the new Labour Code, on a tripartite basis of consensus between the State, employers and workers.

I do not wish to conclude my comments without referring to one of the items included by the Governing Body on the agenda of this Session. I am referring to item 5 concerning part-time work. Part-time work can constitute a very attractive and practical opportunity for both enterprises and workers. As indicated in the report prepared by the Office, it is a form of employment which could be developed where the labour market is suffering the effects of the recession, bearing in mind the possibilities offered for the creation of jobs, and reduction of unemployment and the mechanisms of access or return to the labour market.

My country has already adopted legislation in this respect. Section 9 of our new Labour Code states that a worker may work for one or more employer on different work schedules. This provision has been included in our new legislation to help remedy the need for higher levels of income and facilitate the use of part-time work which is one of the remedies to combat unemployment.

Ms. SIMPSON *(Minister of Labour, Welfare and Sport, Jamaica)* – On behalf of the Jamaican delegation, I would like to congratulate the President on his election to this sensitive and responsible post. May I also wish him every success in guiding the deliberations of this important Conference.

Since 1919, this Organization has established itself as a key international actor on social policy and development issues aimed at improving living conditions and standards worldwide.

It is this record of consistency and demonstrated capacity to lead and perform that reinforces our expectations of positive outcomes from this Conference.

We therefore welcome and thank the Director-General for an excellent Report focused on *Social insurance and social protection*. No subject could be more relevant and more timely, nor more compelling in its implications for millions across the globe, nor more in urgent need of collective discussion and practical responses.

We confront this agenda of issues on social protection programmes precisely at a time when many countries face a deterioration in their economic situation.

Many social protection systems worldwide are now in need of restructuring and modernization. Traditional frameworks once used to articulate and manage social protection portfolios must be redesigned. New concepts and approaches, particularly as they relate to the management of social protection matters, must be put into practice.

Beyond these deficiencies, there are well-known structural obstacles confronting poor States wishing to build viable social protection systems. Social conditioning and popular opinion has led to the dependence on the State as the main agent of social protection. Contemporary thinking suggests a revision of that approach. Policy leaders and clients alike must now learn quickly to adjust to the new reality.

Developing States also experience the inconvenient combination of weak economies, slow economic growth, persistent poverty and chronic vulnerability to a range of possible adversities. In such circumstances only a rudimentary social protection portfolio can emerge. Moreover, existing social protection schemes are normally financed by contributions from wage-earners in the formal sectors of the economy and from taxation revenue. These circumstances guarantee only a small, narrow social security portfolio.

Many developing countries are also experiencing fundamental changes in their economic structure as result of structural adjustment. In the majority of cases these adjustment programmes bring with them varying levels of social distress. They have lowered standards of living. They have heightened levels of insecurity, and for some States, they have certainly meant political and social instability. This kind of environment does not readily attract foreign and local investment.

Several developing countries also underestimate the management resources needed for the administration of their social protection schemes. In consequence, there is waste and inefficiency, client neglect and insufficient concentration on human resource development. Additionally, the quality and quantity of public education and social protection often lag behind desirable levels in most developing countries. The relevant sectors in society are thus insufficiently prepared for activities of self-help or claim-making, and they adjust poorly to new thinking and practices in social protection.

These are merely a few of the well-known structural conditions that surround efforts in the Third World to provide social protection systems. But we must move from problems to responses. Broadly speaking, Jamaica has been trying to respond to the imperatives of social protection by way of the combined use of some basic strategies.

In the first place, we rely on the usual public policy tools to design and manage a range of poverty alleviation activities, particularly for the most vulnerable groups in society. These range from poor relief schemes, feeding programmes, national insurance, financial support and private pension funds to the encouragement of self-help.

Our second mode of response concentrates on management. Here, broad strategies aimed at poverty alleviation and social protection are supported by efforts to build new management instruments and concepts. Management structures and systems are subjected to constant review via an administrative reform programme. Systems are installed to prevent abuse of welfare provisions by persons not entitled to benefits. Self-help programmes, backed by education and training, are designed to release as many people as possible from dependence on the State.

Thirdly, my Government is committed to building a network of social partnerships – among the State, employers, communities and civic non-governmental organizations. In this framework of collaborative action, all the social partners work out a division of duties and responsibilities; they negotiate relative inputs into social protection schemes and they determine the principles which should govern their management.

Over and above all this, we also encourage the labour movement to carry out its own defined programmes of education about structural adjustment and the changing role of the State, about the necessity for short-, medium– and long-term investment, as well as the need for individual responsibility in preparing for the future.

Yet we must go beyond country-specific initiatives to a framework for international collective action and, ultimately, to a global charter on social protection measures.

The Report has helpfully pointed to the need for policy cohesion and to the necessity for a clear definition of the role of the State. It has pointed to the need for flexible management systems and structures, and to the desirability of expanding benefits and access, among other things.

My delegation would urge this Conference to accept these and other stated guidelines as the essential starting-point. We would, however, be doomed to a false start if we did not take other matters into consideration.

All of us gathered here – representatives of labour unions, workers, employers, governments and non-governmental organizations – need to call in unison on donor countries and international lending agencies to take into consideration the serious matter of poverty alleviation when setting their conditionalities.

In the words of one of Jamaica's national heroes, the Right Excellent Marcus Mosiah Garvey: "Poverty is a hellish state to be in: it is no virtue. To be poor is to be hungry without possible hope of food; to be sick without hope of medicine; to be tired and sleepy without a place to lay one's head; to be naked without the hope of clothing; to be despised and comfortless. To be poor is to be a fit subject for crime and hell". That is the way of poverty. No one wants to be poor.

Economic development must be accorded priority, but that process must be designed and managed so as to give each and everyone a meaningful stake in providing a better way of life. A meaningful stake must be linked to exposure to education and training. For without public education and frameworks for self-help and social empowerment, we would simply be restructuring dependence on the State.

My Government stands ready to support the initiatives detailed in your Report and to identify with the practical recommendations which should emerge from this Conference. And, as we approach the twenty-first century, it is my hope that on leaving this Conference, all of us present here, governments, employers' and workers' representatives, will not only – in the words of a distinguished Guyanese poet – "sleep to dream, but dream to change the world".

We must commit ourselves to taking this bold step of providing social protection for all our people, in particular the most vulnerable groups. We have to work towards achieving this; we can and we must.

God bless you all.

Original Russian: Mr. GOMBOJAV *(Minister of Population Policy and Labour, Mongolia)* – On behalf of the Government delegation of Mongolia, and of myself, I would like to congratulate the President and the Vice-Presidents on their election to chair the 80th Session of the International Labour Conference and to express the hope that, under their leadership, this session of the Conference will be able to carry out the tasks before it.

I would also like to congratulate Mr. Michel Hansenne on his unanimous re-election to the post of Director-General of the International Labour Office, and wish him every success in his activities aimed at helping workers throughout the world.

In this connection I would also like to welcome the delegations of those countries which have recently become members of the International Labour Organization.

Mongolia is going through one of the most difficult stages of its transitional period. The Government is directing its efforts at the unyielding implementation of democratic changes, and is taking measures aimed at a very rapid stabilization of the economy and the formation of the mechanisms of a market economy. The country is witnessing the reconstruction of the former State-owned monopolies. Today, some 70 per cent of the animal husbandry operations which have formed the basis of the economy of Mongolia is in the hands of the private sector. Trade and services are for the most part the responsibility of the private sector. The large economic units are subject to various forms of ownership, but the State still predominates. Soon we intend to privatize the housing fund. The privatization programme should be finished by the end of the year. A range of legislation concerning the economy has been approved and implemented, including the Act on taxes, foreign investments and so on.

Bearing in mind the principles of regulation in a market economy, measures are being taken to expand and strengthen the private sector, transfer land to be used by the population, to legalize prices, make the national currency convertible, to implement optimum financial and credit policies and outward-looking foreign trade policies, and stimulate exports. All these measures are aimed at providing a middle-term programme of economic and structural reconstruction, and have been agreed with the International Monetary Fund and other international financial and economic organizations.

Despite the measures adopted, the economy of our country is facing a serious crisis as a result of substantial changes in foreign economic relations and of the unavoidable problems and difficulties encountered during a transitional period.

Over the past three years we have seen a rapid fall in social production and indicators relating to per capita income in Mongolia show that it has fallen to levels last seen at the beginning of the 1980s. Enterprises and economic organizations are facing a shortage of raw materials, of necessary equipment and of spare parts. As a result of this, the volume of production has dropped and there is more insolvency, higher rates of inflation, and a sharp fall in minimum living standards. In this connection, the Government has been paying particular attention to provision of social guarantees to the population, and particularly to workers of organizations financed out of the state budget, pensioners and other vulnerable groups of the population.

The Report presented by the Director-General to this session of the Conference *Social insurance and social protection* deals with a topical issue and should be warmly welcomed. I share the view of the Director-General that one of the most important objectives of economic development for the next few decades will be the creation or restructuring of the social protection system, and to make sure that its level equals that of other countries and their rates of development.

As to my country, the state social security policies have been aimed at guaranteeing constitutional rights to pensions, allowances and other forms of social assistance with particular stress being laid on providing a reliable source of income for the rural population. The State alone used to be responsible for financing and guaranteeing such measures, in the context of a centrally planned economy, but this became unacceptable during the transition to a market economy.

In 1993 expenditure on social security is more than double the level of 1992: 89.5 per cent of this expenditure goes on pensions and allowances. About 60 per cent of expenditures on pensions and allowances is covered by the state budget. As the economic crisis in the country gets worse, it becomes more difficult to raise necessary finance. We have to solve the very difficult problem of restructuring the social security system in accordance with the principles of a market economy. With this purpose in mind, in 1992 we began work on studying and finding ways and means to set up a new social insurance system with the active assistance of the ILO and the UNDP. We have determined how to reform the present social security system, which provides insurance against occupational injury and unemployment as well as for pensions and medical insurance, and a separate fund will be set up for each form of insurance. Alongside the current system of deducting resources for social insurance from enterprises and economic organizations, an additional measure providing for direct deductions from workers' pay will be introduced. This will guarantee the necessary finance.

To guarantee an effective reform of the social insurance system, corresponding central and local organs will also be reorganized and given greater independence and a tripartite committee for social insurance will be set up and be accountable to Parliament. In this connection I would like to express the hope that we will continue cooperation in this area with the ILO.

Permit me to say just a few words pertaining to other matters on the agenda of the Conference.

The Mongolian delegation supports the adoption of a Convention and Recommendation on the prevention of industrial accidents. We view as extremely topical the discussion of the question of the role of the ILO in technical cooperation. An all-round exchange of views on this subject will allow us to establish the priority directions for further ILO assistance to member countries. In this connection, we support the proposal of the Director-General concerning multi-disciplinary teams in the regions. This will help the ILO to react more effectively to the increasing needs and requirements of its members. It is for us a source of satisfaction that a number of measures we consider particularly important have recently been carried out within the framework of technical cooperation with the ILO. Thus for instance the ILO multidisciplinary team of experts has carried out a study of problems concerning labour, employment and the development of human resources. In April of this year we held jointly with the ILO a national symposium at which we discussed the conclusions of the report entitled "A policy of rational transfer to market relations" and adopted a number of recommendations concerning future priorities for technical cooperation with the ILO.

I would like to take this opportunity to thank from this rostrum and on behalf of the Mongolian Government the International Labour Office and its regional office in Bangkok for the invaluable technical support and assistance given to our country to help solve the social and economic problems we are now facing during the transitional period. Mongolia expresses its readiness to continue its active cooperation with the ILO.

In conclusion I should like to state that our country is currently carrying out preparatory work for the national celebration of the 75th anniversary of the creation of the ILO. Within this framework, provisions are being made for such measures as the ratification of various ILO Conventions, the publication of articles on the ILO and the holding of a press conference, etc.

Ms. ANDERSEN *(Minister of Labour, Denmark)* – On behalf of the Danish delegation, I would like to congratulate the President on his election to the presidency of this 80th Session of the International Labour Conference. I wish him the best of success in performing his very important functions.

Let me also congratulate the Director-General on his re-election a few weeks ago. At the Conference last year, my delegation stated our support for his efforts to put new life into the ILO, respecting its unique structure. We still support such action and the Danish Government looks forward to further initiatives from the Director-General in this respect.

We also welcome the proposed reforms of the International Labour Conference and of the ILO Governing Body. We welcome the introduction of the concept of active partnership which should bring ILO closer to its member States.

Let me now turn to the agenda and express my compliments on the Report of the Director-General which forms the basis of this debate in the plenary sittings of the Conference.

The theme of the main Report this year is *Social insurance and social protection*. This topic is certainly essential, in a global perspective also.

I agree with the Director-General also when he stresses that even if the task may be enormous it is not impossible and that the ILO cannot act alone.

Allow me to concentrate on the aspects of social protection that relate directly to the labour market.

Unemployment is a global problem which is the cause of inequality, human tragedy and enormous economic problems, both in the industrialized world and in the developing countries.

In some countries the unemployment problems are overshadowed by even bigger and more serious problems, such as war and famine – problems which may be both consequences and causes of unemployment.

From these countries' point of view, the problems in my part of the world may seem marginal. But, as I see it, they are still very serious and cannot be ignored.

A classical solution to the unemployment problems is growth. But not very many countries have succeeded in turning economic development in a more favourable direction.

All over the world, efforts have been made in recent years to develop effective instruments against unemployment, but the continued high rate of unemployment clearly shows that we are not being very successful.

In the combat against unemployment we must use both old and well-known instruments. But that is not enough! New and untraditional methods will be necessary. These may be painful in the short term but, in the long term, new thinking will prove absolutely vital. What methods are to be developed depends on what part of the world we are talking about. My perspective is, of course, in the industrialized world.

First of all, we must take initiatives which prevent unemployment from becoming bigger. This vicious circle must be broken. And this surely applies to all parts of the world.

One of the central instruments to prevent unemployment – no matter where we live – is training. It is in particular important to ensure that all young persons have access to basic schooling and that they continue in further education or work when they leave the primary-school system.

When we look at the labour market in an industrialized country like Denmark, it is also important to ensure that the skills of the labour force will be constantly updated. Having said that, we must also ensure that the enterprises are given optimum production conditions at all times.

But we must, of course, also take initiatives so that those who have lost their jobs are offered continued training and job training in order to make it possible for them to return to the labour market.

Special action must be taken to assist persons who have been unemployed for a long period of time. Long-term unemployment often leads to social problems. A massive effort should be made to ensure that the long-term unemployed preserve their labour market attachment and that they do not lose their self-confidence.

The action taken should be based on the wishes and needs of the unemployed and on the requirements of the labour market. We must consider new and promising employment fields and new ways of organizing work.

The continued rapid development of new technology further increases the need for alternative distribution of the work available.

In this field, we have in Denmark introduced a number of experiments with leave schemes. Under these schemes, unemployed persons are taken on to fill the job of employed persons who are thus given a possibility to leave to undergo further training. These schemes have some very positive perspectives. They will improve conditions for those who are without a job and they will satisfy the need for training on the part of the enterprises and the individual employees.

Next year we will discuss the future and the role of the ILO on the brink of the twenty-first century. The ILO will be 75 years old and the Director-General will present us with a Report outlining his views on the many new and old challenges in the world of labour. How we tackle the present problems will determine future action and the appropriate response of the ILO – the only tripartite organization in the United Nations system.

(Mr. Badey takes the Chair.)

Original Spanish: Mr. CARBONE RICO *(Minister of Labour and Social Security, Uruguay)* – I would first of all like to congratulate the President for his election and for the way in which he is conducting the work of this Conference.

I also wish to express my satisfaction that several new States have joined the ILO; I am happy to greet and welcome their representatives.

The Director-General in his Report this year has selected the topic of social insurance and social protection. As he did last year, when he selected the topic of democratization, the Director-General has once again made a wise choice.

Without any doubt, there are no rights or freedoms without democracy. In the same way, we cannot think of democracy without social security and healthy economies.

Uruguay is considered as a pioneer in the creation and development of social security in Latin America. At the beginning of the 1960s Uruguay's social security was fully developed and was the leader in the region.

During the first half of the century the State, through its programmes of social security (basically those relating to the risks of disability, old age and survival), was able within a context of economic expansion to meet many needs before the demands were even voiced. The mid-1950s saw the prosperity of former decades come to an end, and ushered in a long period of crisis, largely the result of the fall in international prices for our exports, and of the protectionist measures of certain developed countries. In this context, social security in Uruguay was not spared. The state institutions responsible for managing the funds of disability, old-age and survivors' schemes found were coming up short and faced tremendous financial difficulties in meeting their commitments.

Various factors, including inefficient administration, accelerating inflation, and an unsuitable mechanism of adjustment led to a drastic drop in purchasing power.

The case of Uruguay is not an exception; similar problems are found in many other pioneering countries in Latin America.

Protection against disability, old age and death – our national pride in the past – became a paradigm of a society trapped in its past.

The abusive use of the level of benefits as a variable in the adjustment of the financial balance led a revolt among pensioners, who enjoyed widespread support from the rest of our population. From that point in time, pensions began to recover their purchasing power, with a growth of some 20 per cent annually. Between 1989 and 1993, the system's expenditures rose from 10.6 to approximately 14 points of GDP, or the equivalent of one year's exports.

For this reason, the additional pressure on both the wage and tax base has increased, thereby affecting the competitiveness of our products.

Because of this, both the National Institute of Statistics of the Faculty of Economic Sciences of the University of the Republic, as well as state institutions responsible for the administration of social security considered that the system might find itself in a serious crisis in the first decade of the next century, and lapse into an irreversible crisis in the next 15 years, leaving future generations unprotected.

One of the decisive factors in this situation is the demographic reality of our country.

In Uruguay, the drop in both the mortality and birth rates started early. In the 1950s the birth rate was already low: 21.23 per thousand, and falling. The annual average cumulative decline was 5.45 per thousand. Forecasts suggest that the birth rate will continue to fall, to approximately 15.79 per thousand in the period 2005-2010.

In Uruguay the minimum age of retirement is 55 for women and 60 for men. At these ages the life expectancy is 25.3 years for women and 16.9 years for men. Forecasts indicate that there will be a slow but sustained growth of these figures.

We would also like to note that the countries with age distributions similar to ours, (mostly countries in the developed world), have retirement ages ranging somewhere between 62 and 67 years of age.

The social security system in Uruguay provides broad coverage for economically active workers; contrary to what occurred in the case of old-age, disability and survivors' pensions, the organized social sectors were a driving force in developing sickness insurance, family allowances, maternity and child benefits.

Thus social security benefits, for both the economically active and pensioners cannot be viewed independently of social needs or national economic conditions.

Social security systems must be consistent with the economic realities in which they operate. The promotion of an efficient policy of social security, created through economic growth, will encourage the creation of wealth and savings, both of which are necessary to confront, collectively and individually, the growing demands for social protection.

It is necessary to ensure a balance between risks and expenditure through an overall correspondence between the funding capacity and the protection provided. Such a balance will facilitate the consolidation of protective systems within a context of economic and financial stability.

We should not shift to social security commitments which result from decisions quite foreign to its specific objectives, whether for economic reasons, for market reasons or for political reasons, which increase expenditure without additional funding.

Management must be efficient, decentralized, and responsible and open to social participation.

It is urgent to achieve the maximum of efficiency in the collection of contributions and taxes, and to ensure the proper use of available funds, so that social security systems may meet their obligations as regards protection.

These last points are shared by all Ibero-American countries; last year they signed a declaration to that end despite differences in their respective social security systems.

I wish to repeat here what I said earlier as regards the wisdom of the Director-General in selecting this theme for this year's session of the Conference. In fact we believe that we have demonstrated the importance of social security both from a social point of view, since it is necessary for society to develop machinery to protect against the various risks facing workers and non-workers, and also from the point of view of financial and economic health.

Therefore, one cannot analyse one without the other.

The political decisions which are adopted in this area call, without a doubt, for great responsibility and courage on the part of governments, political leaders and the people.

Their social and economic impact precludes stinginess. Decisions are necessarily transcendent because they involve not only the well-being of present generations but also that of future generations.

What we must avoid above all is to delay urgent decisions or to shy away from tackling the crucial issues.

These statements are true in any context, but particularly in the area of social security, not only because of their inherent value but also because, contrary to other fields, decisions in the field of social security do not have immediate results, but make themselves felt over time.

We are delighted with the development of Uruguay's social security, and the recovery of its purchasing power.

That is why we are firmly convinced that we should not diminish our efforts to enhance social security, to be able to cover new needs, and to ensure the certainty of benefits through an economically healthy and administratively efficient system.

As the President of Uruguay said "no social policy is possible if the economy is destroyed". Budget commitments must be realistic, and based on healthy economies, for a healthy economy is the basis of modern and democratic societies.

Mr. BALOPI *(Minister of Labour and Home Affairs, Botswana)* – Allow me, on behalf of the Botswana delegation, and in my own name, to congratulate the President on his unanimous election to the Chair of the 80th Session of the International Labour Conference. I wish also to extend my congratulations to the Vice-Presidents, who will ably assist him in guiding our deliberations to successful conclusions.

My delegation appreciates and admires the ingenuity of the Office in placing before us year after year reports that are well prepared and which address issues that are very pertinent to the world of labour.

Indeed, with the Bhopal disaster and other catastrophes in the late 1980s, it is important that the world should continue to be reminded to work towards guarding against a repeat of such industrial accidents. The report on the prevention of major industrial disasters therefore merits our serious consideration. Although the issue of part-time work may not be totally relevant to the developing world, we look forward to the deliberations on the issue and the subsequent guidance provided by the Conference conclusions.

It is opportune that with the dwindling financial foreign assistance to most developing countries, the ILO should indeed review the role and impact of its technical cooperation programme to its constituents with a view to increasing it.

The steep decline in the disbursement of external assistance funds in the late 1980s and early 1990s to most of our developing countries is an indication that the only viable option for obtaining assistance is through technical cooperation as opposed to bilateral cooperation.

We note with satisfaction that the ILO is in the process of decentralizing its major functions by setting up multidisciplinary teams in different regions with the objective of being able to closely identify and monitor the needs and priorities of its member States and thereby provide technical advisory services.

My delegation welcomes this development. In this way technical cooperation programmes will address pertinent issues such as employment promotion, human resource development, enterprise and cooperative development, the promotion of awareness of member States regarding the problems of child labour and the need to strengthen their capacity to design and implement policies and programmes aimed at combating and eliminating child labour. There is also a need to examine women's role in employment, especially in the context of structural adjustment and during the transition to market-oriented economies.

We are meeting at a time when the world economies are going through a recessionary period, except for some signs of recovery in the developed world. Developing economies are confronted with economic recession, huge debts and slumping commodity prices. This comes against a background where most African countries have had to bow to the advice of the International Monetary Fund and the World Bank and to introduce structural adjustment programmes.

These reforms include substantial labour cuts, the removal of subsidies on basic commodities and key social sector services. No doubt this has adversely affected the poorer nations or sections of society. Consequently, such withdrawals of subsidies were met with protests that have not only destabilized some States but led to significant social disorders.

What we are witnessing today is a shrinkage in the financial base due to recession while restructuring has entailed substantial social costs, such as raising the level of unemployment, and weakened the social insurance and support that governments offer to the poorer sections of society.

The dilemma here therefore is while there is now a greater need to extend the net of social insurance and social protection outlined in the Director-General's Report, resources channelled towards this sector are becoming less available.

In developing countries governments have always found it difficult to raise the necessary funds either in tax or social security contributions because wage employment levels are significantly low. The majority of the labour force is engaged in subsistence agriculture; and as a result of the limited employment opportunities in the formal sector the informal sector has gained ascendancy in terms of employment creation. informal sector, however, remains no base for collecting taxes in the form of personal income tax. Hence governments' base for generating revenue is also very small.

The breakdown in traditional family relationships and social fabrics, accompanied by increasing urbanization and the resultant high unemployment rates in developing countries, have resulted in people looking to governments to provide some buffer against adversity.

Indeed, governments have a fundamental responsibility to ensure a basic minimum standard of living for their people. However, given the small revenue base for governments in developing countries, it is important that technical cooperation programmes should aim at developing the private sector which should in turn relieve governments from some of these obligations.

In Botswana, despite the significant economic growth and impressive expansion of social services, much remains to be done, especially in alleviating poverty and enhancing equitable distribution of resources.

However, public budgetary provision has tended to focus on the establishment of social services infrastructure supplemented by assistance targeted to the needy to ensure the attainment of a minimum standard of living. Resources have been made available to ensure the provision of basic needs such as primary health care, clean water supplies, shelter and free basic education.

Provision is also made for food aid for the destitute and for public works programmes during drought periods. These social measures are aimed at guaranteeing minimum standards of living for all our people.

In addition, an obligation regarding the payment of compensation relating to employment injury and absence due to confinement is imposed by legislation. An obligation to pay severance benefit to employees also exists in the private and parastatal sectors. Public servants are granted a pension and gratuity on retirement.

However, there is a need for a comprehensive social security scheme which will adequately address the needs of our society. The Government is considering the establishment of a national provident fund which will cover private sector employees.

Faced with the dilemma of diminishing financial resources, on the one hand, and the need to extend the social security net, on the other, it is our hope that when Botswana reviews her social security system the ILO, through its technical cooperation programme, will provide us with advice so that the system that Botswana eventually adopts will be viable and capable of sustaining itself without much government assistance.

While in Botswana we remain aware that it is important to create income-earning opportunities for the unemployed, to improve the productivity of the employed, to provide opportunities for the acquisition of skills relevant to wage employment and self-employment and to strengthen the capacity for needs assessment, we are also challenging the seemingly persistent perception that the Government should be looked at as the only active agent in the economic development process. Our view is that such a perception inhibits constructive initiative by other social partners. It is important to recognize that governments are nowadays limited agencies for economic change and development.

Governments can play a direct role in the provision of basic services which contribute directly to the potential productivity of the labour force. The creation of productive employment opportunities, the diversification of the economy and the establishment of effective economic linkage between rural and urban areas are largely private sector responsibilities.

In conclusion, let me assure you of my delegation's total support for the unanimous election of the President and its continued cooperation during the deliberations of the Conference.

Original French: Mr. JUNCKER *(Minister of Labour, Minister of Finance, Luxembourg)* – I should like first of all to offer my congratulations and those of my Government to the President on his election at the 80th Session of the International Labour Conference. His professional skill and personal qualities are sure to guide us successfully through the work of our Conference, which is called upon to discuss a number of very important topics.

My congratulations also go to Mr. Michel Hansenne, whose term of office as Director-General of the International Labour Organization has been renewed. I am confident that he and his collaborators will devote all their efforts to the service of the world of labour, as they have done in the past.

The Director-General of the Office has this year focused his deliberations on social insurance and social protection. This is in keeping with the efforts of the International Labour Organization in the field of social security, efforts which have been marked since 1945 by 11 standard-setting Conventions, of which the cornerstone has been the Social Security (Minimum Standards) Convention (No. 102) and [illegible] invaluable technical cooperation in setting up and adapting social protection systems. The goal proclaimed in the Atlantic Charter, of enabling all people to live "in freedom from fear and want" remains the fundamental principle of the International Labour Organization.

Admittedly problems arise to different degrees reflecting different types of society. It is also true, depending on the country, that protection measures are adapted in different ways to human needs. Nevertheless, discussions in the international forums facilitate an exchange of ideas, promote cooperation between countries, and give direction to initiatives at the national level.

A common approach is all the more necessary in a world open to trade, in which social protection clearly has an effect on economic processes.

There is always the danger for social security systems that economic adjustments will be made at the expense of the protection guaranteed to workers.

Luxembourg devotes 23 per cent of GDP to social protection, and we are keenly aware of the threat posed by "social dumping", particularly in view of the fact that we regard the guarantee of adequate protection as one of the elements essential to social peace.

Luxembourg's social insurance system will soon be celebrating its 100th year. While originally set up to benefit workers, it has been extended gradually to cover the entire active population. The extension of protection to workers' families and to categories of people not in employment, such as young unemployed people or people drawing social assistance benefits, has ensured that the entire population is covered against various risks.

As a rule, benefit levels reflect the contributions made. However, this principle is often balanced by a corrective element to ensure a minimum level of benefits to the most disadvantaged groups. The system is funded by contributions from employers and workers, while the State, through fiscal measures, provides 38 per cent of social security revenue.

As in other countries, the Luxembourg system is encountering difficulties and challenges.

As the Director-General's Report rightly noted, "the developed countries have achieved universal access and high-quality provision offering to all quality care at virtually no cost to the recipient but with high and rapidly growing costs to the community at large". The expectations of those insured that they will receive the best possible care, the advances being made in the medical sciences, and the growth in the range of care on offer naturally tend to create an imbalance between revenue and expenditure in health insurance. Bringing these costs under control is thus a constant source of concern.

The ageing of the population represents an additional burden both with regard to health insurance and pensions. This ageing and the consequent rise in the number of dependent older people calls for an extension of social insurance to cover dependency.

Demography changes, characterized by falling birth rates, will fundamentally alter the balance between active and inactive populations.

The growing levels of expenditure will necessitate higher contributions to finance the pension system. Some countries are attempting to reduce expenditure by limiting the role of state pension schemes to providing basic benefits, while the private sector makes up any shortfall. Luxembourg has hitherto eschewed this course, since it involves the danger that gross discrepancies will appear in old-age, sickness and widowhood.

Economic and social changes have fundamental repercussions on social protection systems, and structural adjustments in industry make it necessary to adapt the existing means of integration and reintegration at work. I therefore recently proposed as a way of remedying the difficulties of hiring older workers that enterprises who recruit such workers should be exempted from the relevant social charges.

It is particularly important at times of economic difficulty that social security systems demonstrate their effectiveness.

To guarantee sufficient resources to all people prevented by poor health, by age or by economic circumstances from earning the means to live remains the fundamental goal of any social security system. To allow everyone to live in dignity, without fear of poverty, remains the duty of all social policy. Whatever the difficulties, whatever the challenges, we must confront them, and we must not opt for easy solutions but rather tackle the problems with imagination and generosity.

Original French: Mr. ORY *(Workers' delegate, Hungary)* – I should like first of all to congratulate the President on his election to chair the 80th Session of the International Labour Conference. I wish him excellent success in fulfilling this responsible task.

Having examined the Report of the Director-General on the ILO's activities last year, I should like to say that we ourselves have taken part in many programmes and much consultation and technical cooperation, which we as representatives of Hungarian employees highly appreciate. Questions pertaining to employment, privatization and social security are the most important ones at present for us in Hungary, the people are no longer in a state of euphoria about the fall of the dictatorial regimes and the possibility of democratic change. Everyday life has shown us the other face of the change in regime, which brings good fortune to a minority and which, for now, translates into a heavier burden and more uncertainty as to living and working conditions for most employees.

Unfortunately, it is true the economic recession and restructuring referred to in the Report have had an impact first and foremost on social institutions and benefits. The solution to the financial and institutional crisis afflicting the social institutions of the formerly socialist countries of Eastern and Central Europe requires, beyond the national level, effective international solidarity. The ILO was among the first organization to have recognized this fact. I would like to welcome in this connection the decision of the ILO to open a regional office in Budapest.

We appreciate all the training, tripartite consultations and studies aimed at transforming the countries of Eastern and Central Europe, including Hungary. They should lead to the establishment of social systems in harmony with the standards of the ILO and make it possible to guarantee the free movement of persons and of capital. However, one cannot refer to the free movement of persons unless each country is able to ensure fundamental social rights and social security schemes are harmonized.

Apart from the extension of individual liberties, the harmonization of social schemes is the only way to allow for the establishment of health and retirement unemployment benefits. This is an essential condition for the young democracies of Eastern and Central Europe to avoid social unrest.

Transforming the economy in Hungary amounts to establishing the market economy. However, advocates of "economic efficiency" are increasingly likely to forget that a social policy aimed at providing full employment and a decent existence for all is an integral part of the advanced market economy. Unfortunately, we are now conscious of the fact that this is not unanimously understood.

Those who benefit from the unbridled capitalism which is now taking hold in our country do not or cannot take this into account. And we cannot tell whether the international organizations, such as the International Monetary Fund, the World Bank, the OECD and some other European institutions are aware of the fragility of the new democracies.

There are growing numbers of people for whom freedom in no way means new opportunities. On the contrary, these people think nostalgically of a time when health care, albeit modest, was accessible, available and taken for granted by practically everyone, when pensions were low, but they could rely on them, and when no one spoke of unemployment. Poverty, the uncertainty of the future and unemployment have shocked people, and it has not yet been possible to set up individual or collective protection mechanisms to offset these negative impressions. I should like therefore to draw your attention to the fact that currently in Eastern and Central Europe it is no longer enough to say that it was the previous dictatorships that left social schemes in the red. It is necessary to create a foundation for social policy and employment. We must be very cautious while proceeding with progressive economic rationalization. There is a saying about a surgeon who boasted that his operation was a success, but the patient died. We must bear in mind that people's understanding can only go so far.

The trade unions in Hungary agree that the way to avoid a social explosion in the economic transition process is to reach an agreement among the social partners – the government, trade unions and employers – on how to distribute the cost in a fair manner. In the past few years, we have gained sufficient experience in the field of tripartite harmonization of interests. We also learned how this works, to the point where we can now see very clearly that truly stable agreements hinge upon the stability of the social partners themselves. In these past few years we have witnessed a number of debates and even conflicts between trade unions in Hungary. Although these disputes have for the most part been settled, it was only last month, after the elections for the management committees for social security and for enterprise committees, that we were able to go beyond the debate on legitimacy and to state that strengthening trade unions improves the chances of a social agreement of a global character. On 21 May, an election was held in Hungary to set up the social security management committees. Voters chose among candidates from competing trade unions, so these elections also served to rate the unions. The authorities did not take part in the elections. The people, who were somewhat tired of the debate between political parties, turned out massively to vote, thus demonstrating to the politicians that liberty alone is not sufficient, and that they are ready to act in the interests of security. Some 40 per cent of Hungarian voters participated in the elections. That is an unprecedented rate which demonstrates unequivocally the fact that the competing trade unions carried out a decent and positive campaign. There is no doubt that this process should be used by the employers as well. At present, it is the employers' organizations that participate in the process of tripartite harmonization at the national level. This is important: it leaves some employers without representation. At the same time as we privatize and change forms of ownership, we should see some stable internal solidarity taking shape. In the current situation we are able to reach agreements with the employers' representatives. In certain cases, though, owners or employers will not respect the tripartite agreements reached. Such a situation cannot continue for long. We have learned that it is not enough to adopt technocratic gimmicks while reforming distribution systems and streamlining. We also have to help change the behaviour of the social partners.

International labour standards are to be observed, trade union rights respected and faith in seriously beleaguered social institutions restored, the support and building of employers' and workers' organizations must be given greater attention through technical cooperation. This is another field where the international community can assist the countries of Central and Eastern Europe now undergoing transformation.

In conclusion, it can be said that during the transformation, as social security institutions are integrated into the economy, account should be taken not only of the capacity of the economy but also of the capacity of the people. In order for it to become possible to meet this most natural requirement, it is necessary, in technical cooperation, not only to cooperate with the trade unions and the representatives of the employers but also to help them evolve and help strengthen them.

Original Spanish: Mr. CUSTER *(representative of the World Confederation of Labour)* – On behalf of the World Confederation of Labour (WCL), we would like to congratulate the President and the

Vice-Presidents on their election. Might we also be allowed to express our satisfaction at the well-deserved re-election of Mr. Michel Hansenne as Director-General of the ILO.

The central issue of the Director-General's Report, social insurance and social protection, is both topical and important. The World Confederation of Labour considers it of the very greatest importance and several of its delegates have presented a special resolution on this subject. Although we have reservations on some aspects of the Report, we recognize the efforts made, and in particular we would like to underscore the importance of social security as a key element in solidarity and in the democratic system. We recognize it as a responsibility which cannot be delegated and which is necessary for efficient State administration. For this reason we agree with the Director-General when he says that social expenditures merit a higher degree of protection against policies of economic stabilization and monetary restriction.

We must draw attention to the important supplementary elements in the Director-General's Report. The report on the territories of Palestine occupied by Israel highlight a dramatic situation which the WCL firmly condemns. The special report on apartheid is also a demonstration of the urgent need to terminate immediately every aspect of this abnormal system.

We very much regret that here in Europe, merely two hours away from Geneva by plane, a real genocide is taking place against the Muslim population of the Republic of Bosnia. There, among other innocent people, thousands and thousands of workers are held prisoner, have been injured or killed. We demand a cessation to this aggression and a stronger, effective presence of the United Nations.

We, for our part, denounce very energetically and with deep concern the increasing trade union repression. The advance of democracy in recent years, to which the trade union movement has made a significant contribution, is now experiencing a serious and permanent retrogression. Trade unionists have been taken prisoner in Morocco, Colombia and Malawi, and there is repression against trade unionists and workers in Côte d'Ivoire, Peru and Bahrain.

These are merely some of the specific expressions of the deterioration of human rights and trade union rights in a large number of countries. Violations of these rights become even more odious when they affect migrant workers and refugees. Today we are seeing a dangerous increase in acts of racism and xenophobia which seriously undermine the values of the ILO and human and basic social rights.

We are also witnessing a new neo-liberal offensive which seeks to reduce the real and complex concept of development to mere exaltation of the market. Of course we all want an efficient economy where certain market rules of competitivity are taken into account. But although the market is important, it is just one more instrument in the economy, and it cannot be the sole motive and sole objective because social aspects, the role of the State, the rationalization of development programmes, the proper application of new technologies, ecological protection, participation and social concertation, distribution of wealth are all fundamental aspects too of true development. Simple growth and macro-economic figures are not adequate indices, and very frequently mask profound injustices and the seeds of instability.

This economic model, which we call neo-liberal because it disregards the social component, increases imbalances and enables economic and financial power to be concentrated, also has its counterpart in the present international disorder and in the unjust explosive relationship between north and south.

International trade, the mechanisms relating to the external debt and the scandalous contradiction of the protectionist policies practised by the industrialized countries – at a time when the underdeveloped countries are being required to open up their markets – are all expressions of a worsening economic situation which is further reflected in unemployment, massive emigration, increasing marginalization and poverty – dramatic features of the current economic and social disorder at the international level.

In the light of this situation, the ILO has a specific important role to play. In renovating and renewing things, we must also respect the original ideals of its Constitution, that is to say, to defend the rights of the workers and promote their social justice. Here, the ILO has made a major contribution through its standard-setting policy which today is under serious threat, although we feel that its fundamental aspects have to be preserved by improving the supervisory machinery and calling upon governments to make the necessary ratifications and applications. Social retrogression, the cheapening of labour, the loss of purchasing power, the reduction of jobs and, to a large extent, "labour flexibilization" form a vicious circle which in addition to human injustice greatly diminish the possibilities of expansion and growth of the economy.

Unilateral modifications of labour legislation and certain reform projects, and here I am sorry to have to say so, the denunciations made by trade unionists in Argentina, are acts which the governments which subscribe to the international labour Conventions should not allow to occur.

The trade union movement has argued that the inclusion of a "social clause" in trade agreements would help promote greater equality in working conditions. We see this proposal as an act of solidarity between the workers which on the one hand may be one way of promoting social rights and minimum standards of living and ending pittance-level wages and, on the other, prevent social dumping and protect the workers of the industrialized countries.

However this so-called "social clause" could be converted into a new protectionist instrument, and what is much more serious yet, into an instrument of unilateral manipulation. Therefore the WCL feels that the "social clause" should be applied through a mechanism which is flexible, well designed, objective and impartial. Here we suggest that the ILO set up a special tripartite committee, with the assistance of experts and on the basis of the ten most important international labour Conventions since the ILO is the body which would be the most appropriate for ensuring the correct application of the "social clause". We submit this idea to the Office and to the Governing Body.

We would also like to mention the World Summit for Social Development which is being convened by the United Nations in 1995. It is a very important development and demonstrates the growing awareness that political instability at both the national and international levels is closely linked to social instability and individual insecurity. As Ambassador Somavia, Chairman of the Preparatory Committee of that Summit has said, poverty, unemployment and social disintegration are continuing to grow. The WCL attributes great importance to the preparation and the holding of this Summit, and we have requested that, in addition to the participation of trade union organizations at all levels, the ILO, because of its objectives, experience and membership, should play an important role in the preparation and holding of this Summit.

The WCL is concerned by these subjects and will hold its 23rd Congress on the continent of Africa in November of this year as a sign of hope and solidarity with our brothers in Africa. The theme of that congress will be "An Alternative World Order" and we shall examine the challenges to trade unions and the responses proposed by the WCL. With imagination and realism we think that we can meet the tremendous challenges with which we are faced. The ILO will be celebrating its 75th anniversary in 1994. The WCL will celebrate its own 75th birthday the following year. We want to celebrate simultaneously the 75 years of cooperation between the ILO and the WCL, renewing our hope in the common values of human dignity, the superior value of work, real solidarity between men and peoples and the primary importance of social justice.

Mr. RUITENBERG *(representative of the International Federation of Air Traffic Controllers Associations)* – My name is Bert Ruitenberg, which is a Dutch name. It is my privilege today to represent IFATCA, the International Federation of Air Traffic Controllers Associations, in my capacity as the executive Vice-President Professional of the Federation.

I want to take this opportunity to congratulate the President on his election to preside over the present session of this distinguished Conference and also to congratulate Mr. Hansenne on his re-election as Director-General of the International Labour Office.

IFATCA feels honoured to be granted the opportunity to speak at this session. Since this is the first time we do so, allow me to begin by introducing our Federation to you and to touch upon the relationship between the IFATCA and the ILO. After that, I will talk about a topic which is very much at the forefront in air traffic control circles these days: privatization of the air traffic control, the consequences thereof for our working conditions and in particular its possible detrimental effect on what is air traffic control's primary concern: air safety. Notice how this ties in with the Conference themes, social security and prevention of industrial disasters.

But first, a brief introduction to IFATCA.

IFATCA is the independent non-profit, non-political, non-industrial, professional organization representing controllers in more than 80 countries worldwide. The Federation actively participates in working groups and panels of the International Civil Aviation Organization (ICAO). IFATCA also maintains a close working relationship with the International Federation of Air Line Pilots Associations (IFALPA), the International Air Transport Association (IATA), the International Labour Office (ILO), the European Civil Aviation Conference (ECAC), and working groups on aviation matters in the European Parliament.

Amongst IFATCA's objectives are: to promote safety, efficiency and regularity in international air navigation; to assist and advise in the development of safe and orderly systems of air traffic control; to promote and uphold a high standard of knowledge and professional efficiency among air traffic controllers; and to protect and safeguard the interests of the air traffic control profession.

For this latter objective IFATCA has maintained a close relationship with the ILO for many years. One of the highlights of this relationship was the Meeting of Experts on Problems concerning Air Traffic Controllers, convened by the ILO in 1979, from which a report containing 52 conclusions on air traffic control working conditions was the result.

Since then, those 52 conclusions have been used in many cases by air traffic controllers all over the world when negotiating with their employers for improvements in their working conditions. Several conclusions were the basis for IFATCA policies on professional matters, policies that are still used today.

At our 32nd annual conference, held in April this year in Christchurch, New Zealand, the 52 conclusions were reviewed for their validity in today's working environment. The IFATCA Conference found most of the conclusions as valid today as they were in 1979, thus countering the recent argument of some employers that "material of 1979 is to be considered outdated".

Air traffic control has traditionally been a part of the civil service system in almost all countries, for it is the responsibility of governments to provide air traffic services in their airspace, but of late there is a strong trend to remove air traffic control from the civil service and make it an independent organization that is responsible to the Government for its operation. This trend is generally referred to as privatization of air traffic control, although in some cases the word commercialization would be more appropriate.

This privatization of air traffic control is seen by some people as a panacea for all existing problems in the current system, problems such as understaffing, inability to cope adequately with changing traffic demands and offering terms of employment to air traffic controllers that are commensurate with their high degree of specialization and responsibility.

Experience shows that indeed a number of those problems are solved or at least handled better in countries that have privatized their air traffic control services. But it is only fair to say that some problems appear to remain unsolved and, what is worse, privatization is creating some unforeseen problems of its own.

In most cases where air traffic control is privatized, we see that the major changes in the structure of the organization are in the top levels. The managers are no longer career-civil servants – they are career-managers, often with a commercial background. Another change is that the organization no longer runs on a government budget but has to operate out of its own income.

This inevitably leads to a highly commercial organizational set-up: air traffic control becomes a product that has to generate a profit to allow the organization to run and even expand where and when necessary. So, after a while, management starts looking for areas where expenses can be cut and finds that staff costs is an area where a lot of the money goes. The next logical step seems to be either to reduce the number of staff or to make better use of the existing number by increasing their productivity.

which in air traffic control means having them work longer hours. At first glance, this looks okay.

But what tends to be forgotten is that air traffic control's primary product is safety, and it is almost impossible to attach a price tag to that product. If controllers work only for a limited amount of hours at a stretch, and a limited number of stretches per day, that is because they need to be fully concentrated all the time when working in the interest of safety. Therefore, the commercial way of thinking should not apply to air traffic control in this respect.

IFATCA urges governments and other employers of air traffic controllers not to overlook air traffic control's primary goal, that is, the provision of safe air navigation, when considering privatizing air traffic control or determining working conditions in a privatized environment. The contents of the 52 conclusions of the 1979 ILO Meeting of Experts were agreed upon with air safety in mind and are therefore as applicable to air traffic control in the civil service as to privatized air traffic control.

If some commercially-oriented managers think safety is expensive, we suggest they consider the financial ramifications of an aviation accident. IFATCA believes that at the end it is more cost-effective to maintain a healthy air traffic control system with controllers who perform efficiently at all times whilst controlling traffic, even if that means employing more staff than in a strictly commercial organization. The safety standard in aviation is high, in no small part thanks to air traffic control. IFATCA likes it to stay that way.

Original Russian: The PRESIDENT (Mr. BADEY) – I give the floor to Mr. Tirumurti, Government adviser, India, who would like to use his right to reply concerning the statement that was made on Tuesday, 8 June, by the delegate of Pakistan. I would like to warn Mr. Tirumurti that his statement must relate to the substance of what was said, and must not exceed two minutes; it must be conducted in parliamentary language.

Mr. TIRUMURTI *(Government adviser, India)* – My delegation has taken the floor to set the record straight in regard to the charges made against my country by the delegate of Pakistan.

The reference made by him to the Indian State of Jammu and Kashmir is a blatant interference in the internal affairs of my country as that state is an integral part of India. This reference, therefore, deserves to be categorically rejected.

There is no call for any fact-finding mission to Jammu and Kashmir as it is quite clear that the present disturbed conditions there are due to Pakistan's support for religion-based terrorism. Terrorist groups, armed and trained by Pakistan, are the prime agents of terror unleashed against innocent civilians in Jammu and Kashmir. This gives lie to Pakistan's feigned concern for workers in Jammu and Kashmir. If indeed its concerns on this account were genuine, it would not have aided and abetted such terrorist activities. The reality of the causes of the situation in Jammu and Kashmir has been camouflaged by a carefully designed and executed plan involving terrorist violence, coercion and a motivated smear campaign.

Jammu and Kashmir, like other parts of the country, is open. There is no bar on visits there by individual journalists, members of the diplomatic community, etc. Indian human rights organizations are free to conduct investigations in all parts of the country including Jammu and Kashmir. Since January 1992, about 9,000 foreigners, including nearly 100 journalists, have visited it.

Pakistan's call for self-determination in Jammu and Kashmir is an attempt to undermine India's secular fabric and its territorial integrity. The selective advancement of this principle applied to constituent units of sovereign States strikes not only at the territorial integrity of nations but also at international order and well-being.

(The Conference adjourned at 1.15 p.m.)

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No. 12 – Saturday, 12 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Thirteenth (special) sitting

Thursday, 10 June 1993, 3 p.m.

President: Mr. Abdel-Hak

Report of the Director-General on the Situation of Workers of the Occupied Arab Territories: Discussion

Original Arabic: The PRESIDENT – In the name of God, the Merciful, the Compassionate! I should like now to open this special sitting devoted to the discussion of the situation of workers in the occupied Arab territories, which constitutes Appendix II of the Report of the Director-General.

Before I open the discussion, I should like, first of all, to repeat what I said this morning. I urge you all to comply with the truly democratic and parliamentarian tradition. I am confident that you will all cooperate in this spirit.

Secondly, we have 51 speakers this afternoon, and I would like each one to have his rightful share of the time available. That is why I call on you to keep to the time limit, which is 7 minutes. Of course, exception is made for those who speak on behalf of large groups.

Thirdly, we all have a right of reply. This right may be exercised at the end of the sitting. However, it should not exceed two minutes.

We have before us a very important question – a question that is dealt with in the Report of the Director-General fairly and seriously. I would like to urge you to stick to the subject of the Report, which is an integral part of the general Report of the Director-General presented for discussion in accordance with article 12 of the Standing Orders of the Conference. I think that this Report was excellent in numerous respects and for several reasons. Firstly, it reflects various points of view in all objectivity in a context that is extremely complicated. Moreover, as you can see from paragraph 148 of the Report, the key to the problem is the end of the "state of military occupation [which] renders impossible the free exercise of those civil and political liberties that are essential if certain fundamental standards and principles that have been developed by the International Labour Organization are to be fully respected". Lastly, in paragraph 161 the Report stresses the need for dialogue, and emphasizes that the time has perhaps come to consider further ways in which more direct dialogue might be established between the parties.

Here I would like to express my thanks to the Director-General of the ILO and the members of the mission who visited the region. The excellent report before us is truly worthy of appreciation.

I would also like to refer to paragraph 147 of the Report, which shows that the mission to Israel and the occupied Arab territories, on which this report is based, was again carried out with the full cooperation of all the parties concerned, both Israeli and Palestinian. I hope that this spirit of cooperation will reign over our discussions.

That being said, I should now like to open the discussion.

Original Arabic: Mr. ISMAIL KHALIL *(representative of Palestine)* – I should first like to thank the Director-General of the ILO for his valuable and comprehensive Report and I should also like to thank the members of the mission that visited Palestine and the occupied Arab territories for their efforts to establish and record the facts and the abuses perpetrated, which demonstrate the horrible sufferings of our Palestinian people in their homeland under offensive Israeli occupation for over a quarter of a century.

We are meeting at this session for the fourth year to review the tragic and historically unique situation of an entire people whose possessions have been confiscated, their rights violated and their houses destroyed, and who have been driven from their land to make room for people who have no connection with that land. We come here this year to tell you of the most abhorrent forms of murder and oppression to which our people are subjected. The Report of the Director-General presents you with a really terrible picture of sufferings and torture, of poverty and oppression and every day we can provide more facts and figures that add to the painful and harrowing picture that must stir the conscience and move the heart of anybody who believes in the principles of freedom and dignity.

We come to you in the certainty that you will help to enforce the principles of truth and justice and to put an end to injustice and tragedy. We are aware that deep inside you feel sorrow and distress at what is going on but nobody is under the illusion that rights may be recovered through sorrow and distress alone. It was this realization that gave rise to our people's courageous intifada so as to show the world that we are a people that deserve to live, that have the same right as every other people to affirm their existence in their own land. Can anyone be denied that right, which is guaranteed under international law and by the Charter of the United Nations? Our people affirm that right by sacrificing the lives of men, women, old people and children, defending their land and their pride and dignity. What a strange contrast between the hand of a child throwing stones and the hand of an occupying soldier pressing a trigger indiscriminately! What comparison is there between stones and knives in the hands of the oppressed and instruments of mass destruction in the hands of the forces that invade and occupy our land and nation?

In spite of that, we responded to the world's appeal to comply with international resolutions which deprived us, as you know, of most of our rights and our land. We sought peace in a spirit of honesty, sincerity and tolerance, accepting resolutions 242 and 338 and participating first in the Madrid Conference and then in the Washington talks. And what has Israel's attitude been during the nine rounds of negotiations? Every day brings practical evidence of its refusal of peace as it continues to build settlements and to confiscate land, promulgates the present laws that prevent workers from doing their jobs, imposes oppressive taxes on industrial and agricultural goods, closes markets to them, prevents people from moving freely even within their own occupied land, seals off the West Bank, Jerusalem and the Gaza Strip, prevents Muslims and Christians from visiting their places of worship in Jerusalem and Bethlehem, keeps people from their homes and drives them beyond borders. Since last year's session of your Conference, the Israeli authorities have taken the unprecedented step of sealing off the occupied areas on the pretext of maintaining security. As a result, 120,000 workers have been deprived of their jobs so that the unemployment ratio has now risen to over 40 per cent. Israel's aim in this is to expose the Palestinian people to extremely harsh economic conditions that may eventually result in famine. Israel claims to be trying to create jobs within the occupied territories but that is nothing more than propaganda at a time when it is placing obstacles in the way of investment in the occupied territories by promulgating military ordinance No. 1234, which limits investment by preventing investors from withdrawing funds from a project during the first three years, a condition that is contrary to the very idea of encouraging investment anywhere in the world.

In this tragic situation, is it not our right to call on this august gathering through the Governing Body and the Director-General to take all necessary steps to alleviate the sufferings of our Palestinian people in the West Bank, Jerusalem and the Gaza Strip and of the Arab inhabitants of the Golan Heights and the other occupied Arab territories? Basing ourselves on the ILO's social and moral mandate and responsibility, we propose to this session of the Conference the following measures that could help lessen the sufferings of our workers and our people: (1) appointment of a resident representative of the ILO in the occupied Palestinian territories to monitor the situation of workers and employers and to provide them with the necessary protection; (2) establishment of a special unit within the International Labour Office to monitor developments and find appropriate solutions to the problems encountered by workers and employers in Palestine and the other occupied Arab territories; (3) establishment of a standing committee within the framework of the International Labour Conference, one of whose primary tasks would be to discuss the Report of the Director-General on this matter, to make recommendations for adoption by the Conference and to assist the International Labour Office in implementing relevant decisions of your Conference; (4) transmission of a request to the International Labour Office to prepare an integrated programme of technical assistance, including training programmes, and to provide existing training centres with equipment that enables them to perform their tasks efficiently and in accordance with the needs of the Palestinian economy; (5) transmission of a request to the Director-General to make representations to the competent Israeli authorities with a view to having them restore the unjustly withheld entitlements of the Palestinian workers to that they can be invested in productive and vital projects on behalf of those workers and their dependants.

Lastly, we hope that next year the picture will not be even more gloomy and terrible for our workers in their occupied land, defending the lofty principles that your Organization seeks to enforce. We further hope that you will give this matter your careful attention and consideration.

Mr. LARSEN *(Government adviser and substitute delegate, Denmark)* – (speaking on behalf of the European Community).

The European Community and its member States hold the *Report on the situation of workers of the occupied Arab territories*, for which we thank the Director-General, to be an important document, providing much valuable information. In this respect, the Community and its member States are pleased to note that the representatives of the Director-General in preparing the Report have benefited from the full cooperation of all parties concerned.

The issue of the situation in the occupied territories is of the greatest importance to the Middle East peace process. The Community and its member States remain firmly committed to the Madrid peace process and its search for a just, lasting, and comprehensive solution to the Arab-Israeli conflict and the Palestinian question on the basis of United Nations Security Council resolutions Nos. 242 and 338.

We believe that a successful conclusion of the peace process is a prerequisite of peace, stability, and a sustainable development in the region. The successful outcome will, by itself, be conducive to social and economic progress and thus to the full observance of the standards enshrined in the instruments of the ILO.

The European Community and its member States urge all parties concerned to refrain from all acts of violence in order not to hinder the ongoing peace process. The recent closure of the occupied territories by the Israeli authorities has further emphasized the need to address the problems there. Not least, the separation of the West Bank from East Jerusalem has increased the magnitude of social and economic problems for the Palestinians, including also a severing of cultural and person-to-person contacts and activities.

The European Community and its member States welcome the information provided in the Director-General's Report and the concrete efforts made by the Israeli Government to increase investment and create employment in the territories. However, and despite the steps taken, the economic hardship for the workers involved caused by the closure is clear, and there is an urgent need to take further steps to enable development of overall economic activity and employment in the occupied territories. In this respect, the matter of easing of restrictions on the Palestinian private sector, with a view to expanding and creating additional jobs, should also be addressed.

Such measures would not only be essential to the economic development of the occupied territories on its own right, they would also constitute important confidence-building measures to facilitate the peace talks. Lack of improvements on this ground remain an obstacle to progress on the core bilateral issues and risk undermining the legitimacy of those who are committed to the peace process.

It is in this spirit that the European Community and its member States, in December 1992, proposed to the different parties in the region a list of measures which would make economic life in the territories easier. In this respect, I will not fail to mention the still existing potential for further confidence-building measures as regards settlements. This question is also highlighted in the Director-General's Report, where it is stated that his representatives [in 1979] found it difficult to imagine that the settlements policy of the Israeli authorities could be pursued without conflicting with the objective of development by and for the local population, and therefore without it jeopardizing their chances of employment.

Let there be no doubt about the preoccupation of the Community and its member States with the situation in the occupied territories. In this connection we recall our commitment to continued, substantial humanitarian and economic aid to the occupied territories. And we urge the Director-General to continue to promote the technical cooperation activities of the ILO for the benefit of the workers in the occupied territories.

However, aid from the Community and its member States and from the ILO and elsewhere cannot and should not substitute for efforts within the framework of the Middle East peace process to bring about lasting solutions. We therefore hope that the negotiations will produce early and substantial results. If so, by this time next year we might see fundamental improvements in the situation of the workers in the occupied territories. Improvements that could also be reflected in the next Report of the Director-General.

Original Arabic: Mr. ALY KHALIL *(Minister of Social Affairs and Labour, Syrian Arab Republic)* – I am speaking on behalf of my country, the Syrian Arab Republic, and on behalf of the Arab group that has honoured me to be their spokesman at this important sitting on the discussion of the report of the Director-General on the situation of workers of the occupied Arab territories. We have given this Report our undivided attention, characterized as it is by transparency and objectivity and seriousness – in spite of our observations on some of the terminology used. But this does not undermine the importance of the report. We, the Arab group, have felt it appropriate to put forward our observations in writing to the Director-General so that he might take account of them in future. We noted particularly the disappearance of the name Palestine from the Report, and other inaccurate nomenclature, such as "population" instead of Arab citizens. Furthermore, it is unacceptable to consider the Israeli settlers as inhabitants of the Golan Heights, because their existence is illegal and runs contrary to international Conventions and resolutions.

The Arab group would like to express its appreciation to the ILO mission for fulfilling its international duty to search for the truth and gather and analyse information. It was totally justified in drawing the attention of the international community to the grave consequences of the social, economic and labour problems resulting from the continuation of the military occupation for more than 25 years and the hardening of Israel's settlement policy – not to mention the confiscation of land, water resources and other natural resources in occupied Palestine, Syrian Golan and other occupied Arab territories.

We note that the recommendations of this mission have also fallen on the deaf ears of the Israeli occupation authorities this year, as they are still continuing with their practices against the Arab people of Palestine and violating the rights and principles enshrined in the documents and instruments of the ILO. They have defied the international community by imposing the economic blockade and the closure of the occupied territories since last March.

What is amazing is that despite all these violations, these authorities are still convincing themselves, or rather trying to deceive the world, that their occupation is a "heavenly blessing" and that they are carrying out a mission to improve the social life and economic and living conditions of the Arab people of Palestine, which has been famous for its traditions, history, civilization and culture for centuries: a people which has demonstrated its refusal of occupation by the "intifada", gaining the respect of the international community because of the lawfulness of its demands.

There is no time to dwell in detail on the suffering of the Palestinian Arab people in the West Bank and Gaza Strip and the Syrian Arab people in occupied Golan. The Director-General has spared us this effort, because he sums up their tribulations in paragraph 5(i) of his report: "the continuing state of occupation, which was in its 25th year, of the West Bank (including East Jerusalem), the Gaza Strip and the Golan Heights, rendered impossible a situation in which the standards and principles enunciated in ILO instruments could be fully respected": this upholds the wording of your resolution of 1974, which states that "any occupation of territory following aggression constitutes in itself a permanent violation of basic human rights and in particular of trade union and social rights".

At the same time the Director-General expressed, in paragraph 5 (ix), the ILO's grave concern about the grave consequences of the establishment and expansion of settlements. The International Labour Conference already condemned this policy in 1980 and called upon the occupying authorities to put an end immediately to the creation of settlements in Palestine and in the other occupied territories, including Jerusalem.

The conclusions of the Director-General on the suffering of the Palestinian workers and people have just been upheld by the President of the International Committee of the Red Cross two weeks ago, when he vehemently condemned Israel for its treatment of Palestinians in the West Bank and in the occupied Gaza Strip for violating many principles in the IVth Geneva Convention concerning the protection of civilians in time of war; he recalled that under the Convention, any confiscation of goods or deportation was illegal.

In the face of this unprecedented situation in the annals of humanitarian issues before you, with the exception of apartheid which you have succeeded in eliminating, your Organization, which has rightly earned the reputation of defender of justice, is called upon to take the necessary measures to prevent a worsening of the situation of the Arab workers in Palestine and in the occupied territories. The Arab group is confident that the Governing Body and the ILO, in view of their in-depth studies of the situation for more than 20 years, will be able to propose appropriate solutions to the problem at the next session of the Conference.

In this respect, I support the proposal to set up a Standing Conference Committee and to create a permanent ILO presence in occupied Palestine in order to follow developments closely and to propose solutions to protect Palestinian workers against discrimination, to return to them their due rights and to step up technical assistance programmes to help them cope with the repercussions of colonization and military occupation.

In conclusion, we are of the view that the ILO should increase its activity in organizing regional seminars and carrying out studies and research on economic and social matters to pave the way for the next stage in the history of Palestine which will, with the grace of God, see the end of Israeli occupation and colonization; for any occupation, whatever its duration, is doomed to failure.

Original Arabic: Mr. IJAZ-UL-HAQ *(Minister of Labour, Manpower and Overseas Pakistanis, Pakistan)* – In the Name of God, the Most Merciful, the Most Compassionate, I would like to thank the President for giving me the floor and thus providing me with the opportunity to address this special sitting on the situation of workers of the occupied Arab territories. We must also thank the Director-General for his Report and the members of the mission who visited the occupied Arab territories. It is our sincere hope that our collective efforts will contribute towards alleviating the conditions of the workers in the occupied territories.

We have carefully studied the Report of the Director-General. Unfortunately, the findings of the mission do not indicate any improvement in the situation. The Report provides ample testimony of gross violations of human rights, the continuation of the policy of settlements in the occupied territories and denial of all civil and political rights. In fact there has been a marked deterioration in economic, religious, educational and other rights of the subjugated population. The denial of trade union rights and freedom of association and the enforcement of partisan employment policies are, in particular, dangerous for the labour force. In other words the entire social fabric of the Palestinian population stands utterly destroyed.

It is regrettable to note that in total disregard of the Charter of the United Nations and its resolutions and in defiance of international law and of all public opinion the Israelis are continuing with their policies of terrorizing the Palestinian population which is aimed at breaking the will of those people and preventing them from continuing their just struggle to achieve their inalienable right to self-determination. Jewish settlements, the closing of the territories and other pressures are the tactics systematically applied in the occupied territories to liquidate and expel the Palestinian population and to confiscate their lands for transfer to settlers.

Let me quote from the Director-Generals Report: "it can only be repeated that a state of military occupation renders impossible the free exercise of those civil and political liberties that are essential if certain fundamental standards and principles that have been developed by the International Labour Organization are to be fully respected. The massive military presence in the occupied Arab territories and the huge array of military rules, regulations and security measures that govern practically every aspect of the daily lives of the population of these territories, all place very severe restrictions on the workers of those territories, especially as regards freedom of employment choice, freedom of expression, freedom of movement, and freedom of association."

Therefore, temporary measures to improve the conditions of the Palestinian workers are not likely to lead to any significant change in the status of the Palestinian population unless and until the occupation of their territories is ended.

I would like to take this opportunity to express Pakistan's total and abiding support for the struggle of the people of Palestine, under the leadership of the PLO, their sole legitimate representative, to establish a state on their own homeland. We strongly feel that for any peace initiative to succeed, it must address the core issue of foreign domination. In our view, an end to the occupation of the occupied territories will create the favourable conditions for the peace and security necessary to all to improve the condition of the workers.

Mr. LATIEF *(Minister of Manpower, Indonesia)* – I should like, on behalf of my delegation, to express our profound gratitude and deep appreciation to the President for convening this special session on the situation of workers in the occupied Arab territories, including Jerusalem. The convening of this session is very timely since the situation in the territories continues to be of grave concern as a result of the persistence of Israel, the occupying power, in its policies and practices in the occupied Arab territories.

Israel continues to violate its legal obligations under the IVth Geneva Convention of 1949 to which it is a consignatory and has escalated its brutal repression against the peoples of the occupied territories, especially the Palestinian people. The Israeli occupying power has imposed collective punishment, long curfews, arrests and detentions, roadblocks, closure of the occupied territories and the deportation of Palestinians, all of which have resulted in grave economic hardship and the destruction of the economic infrastructure of the peoples under occupation, in particular the Palestinians.

Of particularly grave concern is the declared position of the Government of Israel and its persistence in implementing its policies and practices in Jerusalem, by continuing to establish more Jewish settlements and imposing high taxation on Palestinian inhabitants which in turn has disastrous consequences on the living conditions of the local population.

Allow me to take this opportunity to commend the Director-General of the ILO and his collaborators for their valuable job in preparing and presenting the *Report on the situation of workers of the occupied Arab territories* at this year's session of the International Labour Conference, which is the 16th report on the subject.

As has been clearly described in the Report, "... a state of Israeli military occupation renders impossible the free exercise of those civil and political liberties that are essential if certain fundamental standards and principles that have been developed by the International Labour Office are to be fully respected". In this context, we remain confident that it is within the competence of the ILO, and its duty, to take necessary and immediate steps with a view to restoring, promoting and protecting those rights.

Moreover, to ensure that those rights and protection are fully restored and respected, the world community must strongly deplore Israeli military occupation policies and practices, since they constitute flagrant violations of United Nations Security Council Resolutions 252, 465, 478 and other relevant resolutions of the United Nations General Assembly, and therefore those occupation policies and practices must be considered null and void.

In the final analysis, resolving the overall problem affecting the whole region, in particular with regard to the situation of workers in the occupied Arab territories, lies in a just and comprehensive solution to the conflict.

We are of the firm conviction that such a peaceful solution can be achieved only if it is based on Israel's withdrawal from all occupied Arab and Palestinian territories, including Jerusalem and if it guarantees the full exercise by the Palestinian people of its inalienable rights.

Original Arabic: Mr. KCHAOU *(Government delegate, Tunisia)* – I would like to take the floor to speak on behalf of the Government delegations of States belonging to the Arab Maghreb Union and make a contribution to this special sitting on the situation of workers of the occupied Arab territories and Palestine.

The special sitting is being convened at a time when the international community is seeing signs of radical changes in international relations, based on legality, democracy and respect for human rights. However, the Palestinian people are still living under occupation, their human rights are being violated, in particular the most fundamental of human rights, including the right to life, to own land and to live in one's homeland. The situation regarding employment for workers in Palestine and in the other occupied territories is deteriorating day by day.

There is no need for me to tell you more about the violations of the human rights of the Palestinian people and of their daily suffering. They are difficult to list here and take differing forms. A few examples have been given in the Report of the Director-General and in the statements of the Palestinian delegate and the Minister of the Syrian Arab Republic, Mr. Khalil, who spoke on behalf of the Arab Group. I would prefer, in the short time available to me to talk about the ILO's role in this sphere. The ILO is the social conscience of the world and is about to celebrate its 75th anniversary and the 50th anniversary of the Declaration of Philadelphia.

In paragraph 148 of his Report, the Director-General states, as he did last year, that "a state of military occupation renders impossible the free exercise of those civil and political liberties that are essential if certain fundamental standards and principles that have been developed by the International Labour Organization are to be fully respected". We fully endorse this point of view. We therefore believe that to end the suffering of the Palestinian people we must end the Israeli occupation and restore all rights to the heroic people of Palestine, including the right to self-determination and the establishment of an independent State. For this reason we in the Arab Maghreb Union are following closely the peace negotiations currently under way and hope that they will end in success as soon as possible and lead to long-lasting peace in the region – this of course can only be achieved through a just solution to the Palestinian question based on international legitimacy.

However whilst awaiting this solution, the ILO will have to do everything possible in its sphere of competence to relieve the suffering of workers and employers in Palestine and the other occupied Arab territories. Undoubtedly certain achievements have been made, and I welcome this fourth special sitting and the annual Report of the Director-General (we are currently examining the 16th such Report). We would like to thank the International Labour Office and Mr Michel Hansenne for all they have done and for all their efforts. However, with regard to technical cooperation which is still qualitatively and quantitatively limited, we are still far from achieving our ambitions, meeting the needs of the workers, and from the objectives laid down 13 years ago, in 1980, by the session of the Conference "to provide all types of assistance and support to Arab citizens in Palestine and the other occupied Arab territories to strengthen their economic and technical capabilities and to counteract the effects of the Israeli occupation and settlement policy".

We hope that a technical cooperation programme will be drawn up and implemented in order to improve the living and working conditions of workers in Palestine and the other occupied Arab territories, as mentioned in paragraph 161 of the Director-General's Report. We hope that an administrative branch of the ILO will be given the task of drawing up such programmes and implementing them. We also hope that a representative of the ILO will be appointed in the occupied Arab territories to liaise with all the beneficiaries of this kind of programme. We welcome the ILO's desire, as expressed by the Director-General, to harmonize and increase its technical cooperation programmes in Palestine and the other occupied Arab territories.

To enable the Conference to discuss efficiently and seriously the Director-General's annual Report and to ensure the success of the ILO's activities and programmes on behalf of Palestinian workers, a permanent mechanism needs to be established. The most appropriate mechanism would be a committee of the Conference. There are many arguments justifying the establishment of this kind of committee, including: the absence of legal obstacles preventing its establishment. On the contrary, as a general rule, committees of the Conference are set up to study issues brought before the Conference in accordance with Article 8 of the Standing Orders of the International Labour Conference. This committee would embody the principle of tripartism on which the work of our Organization is based and would help encourage real dialogue and an exchange of opinions leading to conclusions with greater effect than those reached at the special sitting which is limited to a series of statements. The establishment of a committee has already been requested over the years by many delegates, and at various levels, suggested to the Governing Body during special sittings, such as the fourth Conference of Ministers of Labour of the Non-Aligned and other Developing Countries which was held in 1990 in Tunisia. Finally, the establishment of this committee would be in accordance with the planned amendment to the Conference. The establishment of a committee whose composition and number of members would resemble that of the Committee on Apartheid would help us to save time and money as meetings would be held at the same time as those of other committees.

The establishment of this committee is not simply a goal in itself. It is an efficient and appropriate way for the International Labour Organization to carry out its tasks and meet its responsibilities with regard to workers and the Palestinian people. This is an obligation which cannot be challenged. If you want the Conference seriously to be able to deal with these problems, the International Labour Office will have to take the initiative with regard to setting up this committee, which will prove how successful the fourth special sitting has been. We are convinced that the Organization will heed this request, in accordance with the noble objectives the realization of which constitute its *raison d'être* and inspire its activities.

Original Arabic: Mr. AL-JARWAN *(Minister of Labour and Social Affairs, United Arab Emirates)* – I should like to thank the Director-General of the ILO on behalf of the delegation of the United Arab Emirates for having sent a fact-finding mission to investigate the situation of workers in Palestine and other occupied Arab territories. I would also like to express our appreciation and gratitude for the work of the ILO mission this year. The report of the mission was detailed, objective and impartial. It is commensurate with the prominent position and prestigious reputation of the ILO.

The mission's Report this year shows a deterioration in the situation of Arab workers in Palestine and the other occupied Arab territories. It confirms the basic truth that conditions cannot be improved under occupation. The Report emphasizes the dangers associated with the absence of national institutions and hence the lack of a real national authority capable of determining options and planning economic and social development.

The motives of the Israeli administration, as may be gathered from the Report, are necessarily at variance with Palestinian and Arab interests. This in itself helps to account for various practices and abuses and for the adverse effects of the continuing military occupation of the Arab territories.

This is the fourth time that the International Labour Conference has held a special sitting to discuss an appendix to the Report of the Director-General concerning the situation of workers in Palestine and other occupied Arab territories. Over the past three years the special sitting has enabled delegations participating in the Conference to state clearly their positions, observations and proposals regarding the contents of the Report, the work of the annual ILO mission and the failure of the occupation authorities to comply with the mission's recommendations. This sitting has also brought to light the conditions in which the people of the occupied territories are living. Perhaps the main basic fact brought out by the reports of the ILO's annual mission and confirmed by this special sitting of the Conference is that the living conditions and the social, economic and humanitarian situation of the workers and people of Palestine and the other occupied Arab territories have worsened. At the same time, the occupation authorities continue their practices and international representations are incapable of putting an end to them.

This being the case, the delegation of my country feels that the work of this special sitting, in spite of its importance, is no longer sufficient to deal with the situation of the workers in the occupied Arab territories. No action is taken on the deliberations of the sitting. No conclusions are drawn and there is no monitoring of follow-up to its practical proposals and recommendations. Our delegation would therefore like to propose setting up a special committee in the framework of the International Labour Conference to study the appendix to the Report of the Director-General on the situation of workers in the occupied Arab territories and to submit recommendations and proposals thereon.

In putting forward the idea of setting up a committee, we should like to make it clear that the main purpose of this initiative is to help the Conference to discuss the Director-General's Report in greater depth through real dialogue, serious debate and constructive exchanges of views and ideas among representatives of governments, employers and workers within the proposed smaller committee. The work of the committee would also allow participants in the Conference to follow up the recommendations of the annual ILO mission to the occupied Arab territories in a more regular and precise way.

The establishment of such a committee would be a practical contribution on the part of the ILO to international efforts to find a just and lasting solution to the Palestinian question and the problem of the Middle East. The present situations of the people of the occupied territories demands that the ILO provide additional assistance to workers and employers living in the territories through technical cooperation programmes.

At the 54th session of the Board of the ILO's International Training Centre in Turin (Italy) in May, our delegation called for the preparation of special training programmes for the people of Palestine and the other occupied Arab territories. We would like to reiterate the proposal in this forum and we call on the ILO to give high priority to projects and programmes of technical cooperation for the people of the occupied Arab territories, to draw up regular programmes on their behalf and to seek appropriate funding for these programmes under the Organization's regular programme and from other sources of technical cooperation funding, for example international and regional organizations and States that traditionally finance technical cooperation projects.

Original French: Mr. TRAORE *(Government delegate, Mali)* – In speaking for the first time before this august assembly I should like to congratulate the President on his unanimous election.

I should also like to congratulate the other Officers for the confidence placed in them by the Conference. The Mali delegation is very pleased that a special session has been devoted to the examination of

Appendix II of the Director-General's Report on the situation of workers in the occupied Arab territories.

The report, which is based on the mission carried out by the Office in this region of the world, has highlighted the extremely preoccupying situation which prevails there. Efforts have certainly been made here and there, but a great deal remains to be done.

My country, which is firmly attached to the ideals of peace and social justice, the fundamental principles of the ILO, considers that these objectives will never be achieved unless minimum standards of the Organization are respected and maintained.

This is why the delegation of Mali endorses the conclusions and recommendations contained in the Director-General's Report.

In this context we would like to invite all participants concerned to explore the ways and means offered by our Organization to help improve the conditions of life and work of the workers in the occupied Arab territories.

The delegation of my country believes that the ILO can and must play an active role in ensuring that greater account is taken in the future of the problems of the workers concerned.

In conclusion, I would like to express the wish that the conclusions of this session will meet all our expectations.

Original Arabic: Mr. KARA *(Workers' delegate, Israel)* – May I first of all congratulate the President on his election to chair this 80th Session of the International Labour Conference, and wish him every success in his work on the important issues on our agenda.

In previous years when I have taken the floor to discuss an item on the agenda, I have stressed more than once that in order to combat malaria it is not enough to attack the mosquitoes – the swamp must be drained. In other words, a problem must be solved at its roots, and we must not be satisfied with dealing just with surface issues.

Since the last session of the Conference, there have been elections in Israel and the new Government headed by parties belonging to the Israeli labour movement has taken office. Two central issues dominate this Government's actions. Firstly, a continuing quest for peace and the prompt re-opening of the peace talks and, secondly, a change in the national order of priorities both in social and in political spheres.

In the political sphere, the new Labour Government has launched a renewal of the peace process with Israel's neighbours. The guiding principles of this process are that it is necessary to end the situation of domination by one people over another, and achieve peaceful coexistence. In the social sector, the distribution of the state budget has been radically changed and the money which in the past was spent on the development of political settlements in the territories is now channelled towards the development of an infrastructure, and solving unemployment problems and other social issues. Histadrut, the General Federation of Labour in Israel, has needless to say expressed its total support for this new order of priorities.

And so, the peace talks have been resumed, and despite all the ups and downs typical of such a process, they have already gone beyond procedural matters, and are discussing issues of substance. However, as the talks progressed in a positive way, resistance on the part of the other side developed. Fundamentalist and other rejectionist factors started a vicious war of terror, targeted against both Israelis and their Arab brothers, scores of people were stabbed and shot to death. The Israeli Government was convinced that, if this lack of personal security were to continue, internal unrest would escalate, endangering the entire peace process. So, the Government decided, as a first stage, to temporarily deport the heads of the fundamentalist camp, who were at the spearhead of the terrorist activities. Secondly, it was decided to close the crossing points between Israel and the territories, and thus prevent the population of the territories from whose ranks came those who attacked their co-workers and employers from arriving at their workplaces in Israel.

Nevertheless, in the meantime, in response to the demands made by Histadrut, the entry of workers from the territories, mostly building and agricultural workers, has been allowed. Their number is planned to reach 50,000 to 60,000, approaching the number of registered workers before the closure. One positive result has been that unregistered work has practically ceased, with all that this implies concerning the safeguarding of workers' rights.

I do not deny the fact that there is a political debate in Israel about these measures. But it is also impossible to ignore the fact that as a result of these measures, personal terror within Israel's boundaries has almost ceased. An immediate problem of unemployment in the territories has been created, but at the same time an important target was achieved – the beginning of a gradual separation between the two peoples, which the Palestinian side will no doubt approve of.

The new situation requires adapting to a new reality. Histadrut, the General Federation of Labour in Israel, has placed two basic demands before the Israeli Government:

- Since the closure was sudden, it is necessary to find alternative places of work for the workers from the territories who have lost their jobs in Israel. Some should be given vocational training, both for men and women, which will equip them for the new situation when self-rule is established, and there are also those who will not be able to find employment for themselves, whose livelihood will have to be ensured during the whole period of their unemployment.
- In order to create new jobs, considerable sums of money will have to be diverted towards the construction of an employment infrastructure in the territories themselves. The Israeli Government has decided to increase significantly investment in the territories from 120 million shekels last year to 450 million shekels this year, and out of this sum, 140 million shekels are being invested immediately in relief work and infrastructure projects.

The Histadrut has made its own modest contribution by pledging financial support for a project on vocational training, safety and hygiene and the establishment of a Polytechnic school in Gaza.

Since the restricted resources of Israel are not sufficient, Histadrut has also approached the ICFTU and calls upon the countries to whom the peace of the world is dear, and especially to the Arab States, whose brothers' welfare should be dear to them, to come and invest in the territories, to develop them, and help to create new sources of employment.

The Histadrut has also played its part. In addition to the trade union protection it provides to the workers from the territories, and to all workers in Israel, it operates a special Committee for Workers from the territories, of which I have the honour to be Chairman. This Committee continues to inform the workers of their rights, both by means of seminars for the workers from the territories and for the workers of the Payments Division of the Employment Service, whose function includes stringent care, or through different publications. These offices were favourably received. In conclusion, distinguished delegates, members of the Arab Governments:

Let's pave the sun a way
The morning must be bright
Because even the purest prayer,
Won't return us the light.

The Preamble of the Constitution of the ILO says that the continuation of conflicts endangers peace as a whole, and unless peace is restored, social injustice will continue, and the peace of the region will be at risk.

To my dear Palestinian brothers I say that until now the continuation of the conflict has prevented you from controlling your destiny; until now the continuation of the conflict has brought death, anguish, economic backwardness and poverty. Please take advantage of the great opportunity that has opened now and take it immediately, since this opportunity is not for eternity. Come and discuss with the State of Israel, on the basis of mutual compromise, a just settlement for the welfare of the masses of your workers and please "Raise your eyes with hope, not through aiming sights." This saying is a song for peace.

Original Arabic: Mr. ZAHRAN *(Government delegate, Egypt)* – Since 1978 we have customarily received a report by the Director-General on the situation of workers in the occupied Arab territories. The deterioration of their situation is linked to the continuation of the Israeli occupation of the West Bank and the Gaza Strip and of Syrian territory for more than a quarter of a century.

The continuation of the occupation of these territories and of southern Lebanon has led to the destruction of the economic infrastructure of Palestine. Convention No. 111 is still being violated. It deals with the need to eliminate all forms of discrimination in employment. Security and military measures are continuing to be inflicted in all walks of life on the Palestinian people, especially when it comes to freedom of association and freedom of expression. The continuing violence and the expansion of settlements have increased still further the adverse effects of these policies on the Arab inhabitants. Education, medical care and employment, which are provided free of charge to the new settlers, are given at the expense of the Arab inhabitants and their legitimate rights. The international community has condemned the establishment of Israeli settlements in the occupied Arab territories. Social and economic norms are applied using a double standard, and this is increasing the tension in the area. Therefore, we must put an end to the policy of establishing settlements in the occupied Arab territories.

On the basis of the noble aims of the ILO enshrined in its Constitution, the Declaration of Philadelphia, the international labour standards and ILO Conference resolutions, and especially the resolutions adopted in 1974 and 1980 on the Palestinian question, this Organization and others should assume their full responsibilities and carry out their duties by providing protection to the Palestinian people and provide them with technical, social, economic and humanitarian assistance and increase the allocations in the budget of the Organization for workers and employers in the occupied Arab territories.

In this way, the Palestinian people may find anew their rights, increase employment opportunities and possibly eliminate unemployment. We have noticed while studying the Report of the Director-General that the situation of Arab workers has not improved, and that the recommendations of previous reports have not been followed. We are committed to the principle of equality and equal opportunities for the Palestinian workers, and to providing employment and social security for them. Employers and production establishments should be allowed to set up their own associations in order to safeguard their rights, increase job opportunities and in the long run to eliminate unemployment. We would like to emphasize here that the International Labour Organization should more than ever follow up and implement the recommendations contained in the Report of the Director-General so that they do not remain a dead letter.

The special sitting in which we are meeting today in order to discuss the Report of the Director-General on the situation of workers in the occupied Arab territories is not an aim in itself. In fact, we are hoping that the Report of the Director-General on the special sitting will contain specific conclusions and that it will reflect our proposals and recommendations.

I am quite confident that the rights of Arab workers will be respected when the Israeli occupation is ended in all the occupied Arab territories and when the right of the Palestinian people to self-determination is recognized in accordance with Security Council resolutions 242 and 338 and with the principle of exchanging land for peace. In this way the region as a whole may enjoy a just, lasting and comprehensive peace through the bilateral and multilateral peace negotiations which started in Madrid and which, we hope, will be crowned with success as quickly as possible.

Mrs. ROLDAN-CONFESOR *(Secretary of Labor and Employment, Philippines)* – May we extend our full appreciation to the Director-General for the excellent report that has been prepared on the situation of workers of the occupied Arab territories, particularly on the extent to which action has been taken by the authorities to give effect to recommendations made in the earlier reports of the Director-General.

Our delegation declares its unqualified support for the proposition stated in the Constitution of the ILO that "universal and lasting peace can be established only if it is based on social justice" – a basic human right to which all workers of the world, including those in the occupied territories, are equally entitled.

Our delegation welcomes the fact that the Director-General's representatives were granted access to representatives of the authorities and various eminent persons and organizations – both Israeli and Palestinian.

We agree that the ILO can make a positive contribution to the general process of seeking solutions to the region's social and economic problems and, in so doing, contribute immensely to the successful conclusion of the peace process started in 1991.

May we commend the Office, and the Organization as well, not only for the missions that have resulted in the analysis we have before us today, but also for the various projects it has undertaken in the region. As the report has pointed out, such initiatives by the ILO as well as by individual member States have contributed, not only to improvements in the well-being of the workers of this region, but also to the search for workable solutions to the problems at the political level that affect the territories.

We consider the positive signs of progress as stated in the Report – including the concrete efforts to increase investment and create employment in the territories – as examples of contributions that can be made toward the achievement of better conditions for workers in this part of the world.

We support the recommendation that, as long as the state of occupation remains in existence, extraordinary steps must be taken to alleviate the constraints upon the workers, particularly the onerous working conditions and living conditions. Effective action must be taken to ensure that the tensions that have existed for so long in the area are not aggravated.

The employment situation in the territories – assuming that peace and stability will prevail – requires special attention and specific interventions. These interventions, the report points out, include the extent to which Palestinian workers continue to find work in other countries, the amount of money invested in the local economy and the nature of such investments. Steps must be taken to lighten the severe economic burden of the workers.

We acknowledge that the measures adopted by the Civil Administration to promote investments and employment in the area have had some effect. But, as the report observes, more is needed quickly to prevent the employment situation from deteriorating even further. Employment policy options and the consequent generation of employment opportunities must be given priority.

Special measures and resources for promoting self-employment and labour-intensive public works programmes and the training of workers will need to be put in place to guarantee the success of interventions made by the ILO and individual nations.

Our delegation hopes that the authorities and Civil Administration will continue in this direction by adopting and accelerating the implementation of such measures to provide wider social protection for the workers of this region.

Moreover, in line with the main topics we are considering in this year's Conference, we also would like to endorse the recommendations made by the mission regarding trade unionism and national insurance. Furthermore, the Philippines supports and encourages the ILO's action and programme of technical cooperation.

We note with satisfaction that the report on technical cooperation states that ILO collaboration with UNDP since 1980 has always been efficient and productive. The current ILO projects on trade union training, the training of employers and the vocational rehabilitation of the handicapped are, to us, particularly relevant to the present needs of workers of the territories. It also mentions that, despite the difficulties, the ILO has managed to move forward in the implementation of its programmes in favour of trade unionism through technical cooperation. Training courses for trade union instructors conducted within the territories themselves and the action plan drawn up to help employers in the region are the kind of concrete action that the ILO should continue to pursue. The Philippines fully subscribes to these activities of the ILO.

Our delegation supports the initiatives taken by the ILO to facilitate discussions between the trade unions of the West Bank and Gaza Strip and the Israeli General Federation of Trade Unions. However, as pointed out in the report, no response had been made to the 1992 recommendation to consider a mechanism to enable the parties to seek solutions to social and labour problems evoked in the report. We also endorse the ILO's offer of its good offices to all parties involved and hope that full advantage will be taken of the facilities available in the ILO to reach a solution.

With the Director-General, we express the hope that the setbacks of the peace process may be overcome. This would result in the much-awaited political stability and peace – conditions essential to the promotion of social justice and economic advancements of workers in these territories.

In the discussion of the first two volumes of the Director-General's Report, we talked about the need to muster extraordinary political will and energy to win the future, not only for ourselves, but also for the generations to come. We can only win the future if peace in all areas, including the region we speak of at this Special Sitting, can be achieved. The world is too small; and the futures of our individual nations are all bound up with each other.

Mr. AHMED *(Workers' delegate, Pakistan)* – On behalf of both the Workers' delegation of Pakistan and myself, it is my great privilege to congratulate Mr Abdel-Hak on his election. I hope that under his able leadership this session of the Conference will have a positive conclusion.

May I also take this opportunity to convey our deep appreciation of the report submitted by the Director-General on the issue relating to the situation of workers in the occupied Arab territories. We appreciate the report and its findings and also commend the work of the members of the team who have visited the occupied territories.

I would also like to take the opportunity to convey our sincere congratulations to Mr. Michel Hansenne on his re-election. We hope that the work which is being done by the ILO in various fields, and particularly on the issue at hand, will be most seriously pursued, and that technical cooperation will be increased for the workers living in the occupied Arab territories, since they are suffering both socially and economically as the report has once again spotlighted.

I would like to mention a few aspects which have been pointed out in the report. With regard to social security the report clearly spotlights that the Arab workers are subjected to discrimination. Paragraph

89 says that the problem of entitlement to the benefits corresponding to the deductions made from their wages remains a major problem in the pursuit of fairness and social justice for these workers. It describes the situation which has caused a deep sense of injustice among the Palestinians, but is justified by the Israelis as a strict application of the social system. It concludes that the system is obviously not applicable in the light of ILO standards. The report states that when taxes are included, the deductions made from the Palestinian workers' wages come to around 40 per cent. The ILO points out that this serious matter gives rise to a deep sense of injustice and frustration and therefore its conclusion and recommendation, in paragraph 157, calls for the elimination of this discrimination against the Palestinian workers.

Similarly, on the settlement issue the report once again reiterates that this issue has been affecting the employment, socio-economic, working and living conditions of the Palestinian workers, and they have become foreigners in their own land by virtue of the continuous build-up of settlements in the occupied Arab territories.

This is not only in violation of United Nations Security Council Resolution No. 446 (1980) and the resolution adopted by the Conference in 1980. The report also refers to the country report on human rights practices for 1992 of the United States Department of State in paragraph 125 and says that the "discriminatory situation is compounded by the expansion of the settlements and the growth of the Israeli population in the occupied territories". Discrimination particularly affects the residency rights, the freedom of movement, and the access to health and social services of Palestinian workers.

In paragraph 159 the report states that the settlements have constantly been denounced by the international community as leading to inequalities and tension in the area. We fully support these observations and request that these settlements be dismantled in accordance with the United Nations Security Council resolution as this situation is not only endangering the peace, but also affects the employment, other working and living conditions of the Palestinian workers in the occupied territories.

In paragraph 109, the report once again spotlights how trade union rights are being flagrantly violated. It says that "trade unions are still considered as fronts for terrorist activity and are treated as such by the occupying military administration". It is only, however, through a radical change of attitude on the part of the military toward the unions that any progress will be made in this situation. In paragraph 148 the report says "it can only be repeated that a state of military occupation renders impossible the free exercise of those civil and political liberties that are essential (...) The massive military presence (...) and the huge array of military rules (...) that govern practically every aspect of the daily lives of the population of these territories, all place very severe restrictions on the workers of these territories, especially as regards freedom of employment choice, freedom of expression, freedom of movement and freedom of association".

These assertions reaffirm the state of suffering of the Palestinian workers in the occupied territories. We in Pakistan fully support these observations and we strongly urge all freedom-loving people around the world to help end the aggression and occupation of the occupied Arab territories so the workers living in them have a sense of independence and freedom because no worker under foreign occupation can enjoy his political and civil rights. As has been previously stated by this Conference, all human beings irrespective, of race, creed or sex, have the right to live in freedom and dignity. We therefore encourage all freedom-loving nations to work towards peace so that the people in the occupied Arab territories can enjoy the right to independence and be free from their suffering. We fully support the ILO's initiative to increase its technical cooperation in this area.

Mr. BOATENG *(Minister of Employment and Social Welfare, Ghana)* – I would like, on behalf of the Ghana delegation, once more to congratulate the Director-General for his objective and dispassionate Report on the situation of workers of the occupied Arab territories.

The Report paints a very grim and disquieting picture which does not augur well for peace and stability in the subregion after many years of wars, destruction and agony.

The Government and people of Ghana are therefore happy at the resumption of peace initiatives between the Arab nations and Israel.

We recognize the deep suspicion, contradictions and reservations that surround many of the issues under negotiation.

We are, none the less, gratified to note that despite the differences and polarized positions of the opposing parties, the ILO delegation which visited the Middle East saw a genuine desire, goodwill and preparedness among the parties to talk, variables which are so vital for human existence and development.

My delegation would like to commend the contending factions in the Middle East conflict for their maturity, tolerance and determination to seek a peaceful and lasting solution to the explosive situation in the occupied Arab territories.

The emerging pattern of development in the world today, in spite of the prevalence of civil wars and chaos in many countries, is one of conscious effort to seek unity, understanding and solidarity among governments and peoples, as can be seen from the economic integration of Europe, the Americas and Asia.

I sincerely believe that no group of persons or nations can easily wish away these positive developments towards unity, peace and freedom in the world. My delegation would therefore like to urge the parties involved in the Palestinian conflict to take advantage of the current socio-economic developments in a global unipolar environment to pursue the path of dialogue and flexibility in negotiations in order to achieve a peaceful and lasting settlement of their crisis.

In conclusion, we sincerely hope that the ILO and the United Nations will continue to persevere in their efforts to facilitate all initiatives that will finally end this intractable problem in exchange for mutual understanding and co-existence in the occupied Arab territories.

Original French: Mr. OECHSLIN *(Employers' delegate, France)* – As was the case last year, it is my honour to speak in this debate not merely as employers' delegate of France, but as Chairman of the Employers' group and President of Organization of

Employers, which includes members from more than 100 countries, and in particular from the countries in the region under discussion.

On their behalf, I would like to issue a message of hope and solidarity.

First, a message of hope. Notwithstanding the difficulties encountered and which were to be expected, the efforts made by political leaders to put an end to this long conflict continue and allow us to hope that a lasting peace will be established. It is obvious that only peace will permit the peoples of the occupied Arab territories to enjoy the normal conditions required for economic development and social progress. We cannot therefore remain indifferent to this great hope of peace which springs in this part of the world and we assure those who are living and suffering of our deep sympathy in this crucial moment of their history and that we share their hope.

Secondly, a message of solidarity. It is not too early to begin thinking of reconstruction. Enterprises need peace to carry out their economic function. But they will need more and more, during the development of the peace process, to modernize their management techniques, to set up a system of occupational relations and to play their role in the world economy.

In this connection, we have noted with satisfaction the mission carried out by an ILO official to employers' organizations, essentially Chambers of Commerce. As paragraph 107 on page 42 states, these Chambers of Commerce are now run by elected teams, "and it would now appear that they are beginning to emerge as institutions which truly intend to represent the interests of commerce, industry and agriculture in their respective areas".

We must take this opportunity to strengthen the dynamism of these organizations and with this objective in mind, to continue to prepare the organization of a seminar for their needs as soon as possible.

Heads of enterprises ought to be given attention by the ILO as are other social categories, because they are the driving force behind development.

We shall continue to follow with deep emotion the positive development of dialogue amongst all parties concerned, and hope that future events will confirm and justify our optimism.

Original Arabic: Mr. DHIFALLI *(Workers' adviser, Tunisia)* – The content of the mission's report fills us with concern and disgust at the tragic situation of the workers and people of Palestine and the other occupied Arab territories due to continued Israeli military occupation, persistent violations of human rights and basic and trade union freedoms, policies of discrimination, imprisonment and house arrest, expulsion and deportation, confiscation of land and building of settlements, the imposition of oppressive taxes and the promulgation of innumerable laws and regulations restricting freedom of movement and trade union activities. As though that were not enough, the military occupation authorities have now isolated the West Bank and the Gaza Strip from the rest of the world, inflicting heavy financial losses, destroying the fledgling Palestinian economy, halting work and increasing unemployment.

The reasons for the sufferings of the Arab people in Palestine and the occupied Arab territories are set forth in the introduction to the Report of the Director-General, which states in paragraph 5 that "the continuing state of occupation… of the West Bank (including East Jerusalem), the Gaza Strip and the Golan Heights rendered impossible a situation in which the standards and principles enunciated in ILO instruments could be fully respected". This paragraph sums up clearly the reasons for the sufferings of the Arab people living under occupation and the destructive consequences of that occupation, in particular: the deteriorating economic situation, with low standards of living and terribly high unemployment rates, reaching in some cases 40 per cent of the workforce; continued confiscation of land, control of water resources, persistent expansion of settlements and encouragement of immigration with a view to changing the composition of the population (the amount of land confiscated in the period 1967-92 came to 3,059,874 dunums); a continuous policy of discrimination and inequality in the treatment of Palestinian workers together with major deductions from wages and direct and indirect Israeli taxes on Palestinian workers; persistent violations of trade union rights and freedoms, demolition of headquarters of the Palestinian trade union federation, a ban on travel and restrictions on the freedom of movement of trade unionists, restrictions on Arab employers and companies and oppressive taxation; the policy of collective deportation, most recently that of 418 Palestinians from different walks of life (engineers, doctors, students, workers and businessmen) who are still living in Marj al-Zuhur in spite of the adoption of Security Council resolution 799 demanding their return; persistent Israeli action against educational, health and religious institutions and attempts to obliterate cultural and national identities and bring about geographic and demographic changes in the occupied territories.

Those were just a few examples of the most flagrant Israeli policies, all of them contrary to international legal instruments and United Nations resolutions. They are condemned and deplored by all democratic and peace-loving forces. Under these circumstances, considering that the International Labour Organization is the social conscience of the world and has an international responsibility to defend the rights of workers and employers in accordance with the international labour standards that it has established, we invite this session of the Conference to take the following steps:

(1) call on the Israeli Government to respect human rights and basic freedoms, including trade union rights and freedoms, to halt its policies of discrimination, confiscation of land, settlement building, deportation and expulsion, imprisonment and detention, and to respect the cultural and national identity of the Palestinian and Syrian peoples;

(2) set up a special committee of this Conference to replace the special sitting, under the auspices of the International Labour Conference, as a more effective means of devising specific mechanisms aimed at ending the economic, social and political oppression of the workers and people of Palestine and the other occupied Arab territories by the Israeli authorities;

(3) appoint an ILO resident representative to monitor the situation of Arab workers and employers and provide them with greater protection and to follow up technical cooperation activities more efficiently;

(4) invite the International Labour Office and the Governing Body to prepare integrated technical cooperation programmes corresponding to the needs of the social partners in the occupied Arab territories;

(5) invite the International Labour Office to prepare a multidisciplinary, economic, social and labour-oriented study to establish the needs and requirements of the next stage of support for development of the infrastructure of Palestinian institutions.

Condemnation of Israeli occupation policies and oppressive practices in all international forums has not prevented the Israeli Government from pressing ahead with these reckless policies. The international community must therefore set up new alternative mechanisms designed to force the Israeli occupation authorities to withdraw from Palestine and the occupied Arab territories and establish a just, lasting and comprehensive peace as the cornerstone of the process of economic and social construction and development and of security and stability in the region and the world as a whole.

Lastly, we wish to pay tribute to the steadfastness of the Palestinian people in the occupied territories, to the courageous popular *intifada* and to the revolution of the stone-throwing children who are fighting against occupation and for freedom and independence. In conclusion, I thank the Director-General for preparing this report that has shed light on the sufferings of the workers and people of Palestine.

May God's peace and mercy be with you.

Mr. TABANI *(Employers' delegate, Pakistan)* – The Director-General's 16th Report on the situation of workers of the occupied Arab territories is based on information gathered and observations made by his representatives during their missions to Israel and the occupied Arab territories. It brings up to date the information given and observations that have been made every year since 1978.

This excellent Report is both authoritative and impartial. What is alarming is the failure of the Israeli authorities to implement the recommendations made from year to year. The military occupation described in paragraph 148 of the report renders impossible the free exercise of those civil and political liberties that are essential if certain fundamental ILO standards and principles are to be fully respected.

This fact, together with the action of closing off the territories, exploitation of workers without work permits by hiring them at low wages, negative effects on wages and the calculation of benefits of the workers on a daily contract basis, and the harsh conditions to which workers in the Gaza Strip are exposed would seem to indicate that a concerted effort by the Government and civil administration could lead to effective action to make improvements in the situation of workers of the occupied territories.

The ILO will have to play a positive role and make efforts to improve the working and living conditions of Palestinian workers by an accelerated programme of technical cooperation. The strengthening of employer organizations, which has been recommended by a recent ILO mission to the occupied Arab territories, is of the utmost importance for the creation of new employment opportunities within the occupied territories.

For the past week we have been discussing social security and social protection, which are so essential for workers in a modern society. Let us hope this message will, in spite of all the restrictions and oppression, permeate through to the occupied Arab territories also, where workers are denied social security benefits and are subject to discrimination. As the Report admits, a Palestinian worker does not receive all the benefits that should accrue individually and directly from the social insurance contributions that are automatically deducted from his wages.

We sincerely hope that the appeals of the international community and the specific proposals of cooperation made by the ILO, duly endorsed by the Conference, will bring about an improvement of the situation of the workers in the occupied Arab territories.

Original French: Mr. SENE *(Government delegate, Senegal)* – The Director-General's Report on the situation of workers in the occupied Arab territories, i.e. the West Bank including East Jerusalem, the Gaza Strip and the Syrian Golan Heights, includes new information this year on the one hand as a result of the security measures taken by Israel itself by closing its borders, and on the other hand because of the climate concerning expectation surrounding the negotiations going on between Israelis, Arabs and Palestinians.

In this connection, the Report reflects the importance we must attach to the action of the ILO on behalf of workers and employers in the occupied Arab territories in order to guarantee better protection of the inhabitants pursuant to international law, and in particular the 1949 Geneva Convention to which Israel is signatory, as well as the Hague Convention of 1907.

Clearly the Report draws its strength above all from the principles and objectives laid down in the Constitution of the ILO and the Declaration of Philadelphia, specifically as regards non-discrimination, industrial relations, social protection and freedom of association as the indispensable conditions which would improve the situation of workers in the occupied Arab territories.

The Report obviously paints a bleak picture of continued tension and violence, distressing security problems and the constraints imposed by the military authorities, such as expulsion and administrative detention. All of these are factors with serious repercussions on the economic and social situation, or in short, on the lives of the territories' workers.

The Report emphasizes that since the beginning of 1993 there has been a clear upsurge in the violence, which has claimed many victims, including Palestinian children.

And yet the peace negotiations begun in Madrid in October 1991 and continuing in Washington have kindled hope and given a new impetus to the legitimate aspiration of the Palestinian people to exercise its right to self-determination.

In this light, the Report underlines that the Israelis, the Palestinians and the Arabs are being cautious and do not want to compromise the negotiations while seeking a genuine Middle East peace based on a just equitable and lasting settlement of the Palestinian question. The President's country, Egypt, a land of age-old African civilization, has already set the example by establishing peaceful relations with

Israel, and this with the support of the African countries.

However, the closure of the borders, which prohibits 100,000 residents of the Gaza Strip and the West Bank from going to work every day is, without any doubt, a regrettable impediment which seriously diminishes the living conditions of workers in the occupied territories.

According to the Report, this new situation gives rise to hardships for Palestinian labour, which loses some 2.5 million United States dollars every day. Nevertheless, my delegation considers that the main issue to be given the greatest priority and urgency and the irreplaceable *sine qua non* is the achievement of peace and stability, to create an environment conducive to trust, employment and investment in these territories.

In the meantime, closing the borders merely fans the flames of hatred and mistrust, fuelling extremists and aggressiveness, the use of brute force and repression, and as the Report notes, worsening the tension in these territories and aggravating the ill will of the Arab and Israeli populations.

The Report also mentions the contacts made by the ILO and Chambers of Commerce of the occupied territories to take action against certain arbitrary and discriminatory practices, such as the use of middlemen for the import or export of goods as well as bureaucratic obstacles and abusive taxation imposed by the occupying power.

As regards the situation in the Syrian territory of the Golan Heights, notwithstanding its unilateral annexation in 1981, which the Security Council declared null and void, the Report recalls the fact that the Arab populations living there have always rejected and resisted the occupation and have always opposed the confiscation of land, the establishment of settlements, and alienation from their culture.

In short, the Report's analysis of the effects of the settlements and their extension on the life of workers in the occupied Arab territories deserves to be developed more comprehensively from a number of angles.

On the other hand, my delegation accepts the recommendation to the occupying authorities to set up true trade unions in the occupied territories.

Toward this end, the Report suggests that the Israeli general federation of trade unions, the Histadrut, could contribute by initiating a dialogue with the Arab and Palestinian workers to seek solutions to the problems which their respective societies must face.

In our opinion, productive forces and social and occupational groups should have a say in the search for a peaceful solution to the Middle East crisis which, as we all know, is one of the most dangerous crises facing the world today.

In conclusion, my delegation shares the views of the Report. The ILO, under its mandate, must place its wealth of experience and its operational and assistance capacities at the service of all the parties by offering, as necessary, its good offices to improve the conditions for social dialogue.

In other words, the ILO in its field of competence should do everything possible to create a favourable climate for the promotion of social justice, the establishment of peace and the economic development of the occupied Arab territories.

Lastly, the ILO in its standard-setting and technical cooperation activities, based on tripartism, must help the men, women and children in this region during this critical phase of worldwide transition to build jointly societies which respect the principles of law, of fundamental freedoms, of a spirit of tolerance and peaceful coexistence for the sake of the wealth, well-being and future of the entire Middle East, that cradle of great cultures which became universally acknowledged as a breeding ground for the human spirit.

Original German: Mr. KLEIN *(Government delegate, Austria)* – This year, the Director-General's Report on the situation of workers in the occupied territories is particularly informative. Using the example of a particular population group, it illustrates the far-reaching consequences of the violence, insecurity and injustice which have lasted for more than a quarter of a century.

The Director-General's Report is, however, also the product of cooperation between the competent Israeli authorities and the ILO mission. We therefore regard it as a sign that goodwill does exist.

It is generally accepted that the military occupation renders the full observance of ILO principles difficult, if not impossible. Nevertheless, we urge the competent authorities to improve the lot of the working population in the occupied Arab territories.

The degrading treatment experienced by many workers at checkpoints, and the denial of access to workplaces in Israel which has been going on for several weeks, make it very difficult to find a solution to the political contention between the Arab and Jewish population, and constitute a recipe for new suffering and embitterment.

The system of day-labour, which many workers are obliged to accept, the inadequate social benefits and the restrictions in freedom of assembly often prevent the people concerned from exercising their legitimate rights in the social sphere. For that reason, Austria has spoken up on many occasions for a dialogue between Arab and Israeli trade unions.

I would like to recall at this point that last year, significant steps were taken to improve the situation of the Palestinian people in the work sphere. We also welcome the new opportunities for job creation and new protective measures for workers. But these efforts cannot, with the best will in the world, be described as anywhere near adequate. Above all, the continuing policy of settlement in the occupied territories alone negates any progress made in other areas.

It is against this background that we also support the recommendations made by the Director-General of the ILO. We take the view that cooperation between the Israeli authorities and civil administration and the International Labour Organization will in future be a crucial prerequisite for an improvement in the situation of Arab workers.

We welcome the peace process now under way. It gives hope that the prevailing climate of mistrust will be dispelled, and that a new foundation for social coexistence will be laid.

Original French: Mr. ALDER *(Government adviser and substitute delegate, Switzerland)* – I would first of all like to congratulate the Director-General on his objective and detailed Report on the situation of workers in the occupied Arab territories. This is a working document of great value for the discussion today.

The Director-General's Report reviews the many restrictions which military presence in the occupied territories continues to impose on Palestinian workers, in particular with regard to the freedom of employment choice, freedom of expression, freedom of movement and freedom of association. As the Report emphasizes, the duty of the ILO is to identify violations of the basic rights of workers and to work towards an improvement of the employment conditions for the population of the occupied territories.

My Government associates itself with the recommendations made in the Report which aim at mitigating the constraints imposed on Palestinian workers and improving their social protection. My delegation supports, in particular, the denunciation of a social security system under which a Palestinian worker does not enjoy all the benefits to which he would be entitled in respect of the contributions which he pays.

Switzerland very much deplores the escalation of violence in the occupied territories which has an extremely negative effect on large sectors of the Palestinian population who would like to go to Israel to work and who are prevented from doing so for various reasons. The closing off of the occupied territories since 30 March deprives tens of thousands of workers and their families of their everyday income and is contributing to the general impoverishment of the occupied territories.

If the Swiss Government welcomes the decision taken by the Israeli authorities to put an end to the establishment of new settlements, it is nevertheless extremely concerned about the fact that the existing settlements continue to grow at an accelerated pace. As is stated in the Director-General's Report, the confiscation of land and restrictions on water resources are gradually reducing the amount of land which is used by many farmers who, in turn, are forced to look for other jobs outside the occupied territories, which has increased their economic dependence on Israel.

Measures aimed at stimulating investment have recently been adopted by the civil administration responsible for the occupied territories. Nevertheless they remain inadequate and have not considerably or significantly improved the fate of the active Palestinian population, which continues to increase rapidly. Most workers for many years to come will not be able to find employment in the occupied territories. The Swiss Government fully supports the recommendation in the Report which asks the Israeli Government to avoid adopting any measures which may lead to the restriction or suppression of access by Palestinian workers to the labour market in Israel, as long as employment opportunities in the occupied territories remain limited. My delegation hopes that as soon as possible an end will be put to the sealing off for an indefinite period of time of the occupied territories, which is a veritable economic blockade, resulting in bankruptcies and lay-offs. The closing of frontiers has also led to a total separation between the Gaza Strip and the West Bank of the Jordan and to a partial cutting off between the north and the south of the West Bank, which in turn are cut off from access to East Jerusalem. This has not only severely disrupted the distribution of food products but has made it practically impossible for any internal travel for work purposes because pupils, teachers, doctors and lawyers, to give just a few examples, are no longer able to reach their place of employment in Jerusalem or on the West Bank for the inhabitants of Gaza.

The Director-General's Report has sketched out a very worrying picture of the situation of the workers in the occupied territories. The Report urges that increased efforts be made by the Israeli Government and the civil administration in order to remedy the situation. The Swiss Government attaches a great deal of importance to the observance of the principles, standards and resolutions of the International Labour Organization and the full application of respective standards of international law, in particular the Fourth Geneva Convention relative to the protection of civilian persons in time of war.

My delegation is convinced that the settlement of the daily problems of the working population in the occupied territories is an important step towards a peaceful settlement to the problems in the Middle East. We therefore applaud any practical steps taken to achieve this objective.

Original Spanish: Mr. LAGO SILVA *(Government adviser and substitute delegate, Cuba).* – For some decades now there have been discussions in various international forums on the constantly deteriorating situation of the Palestinian people and the military occupation from which they are suffering in the occupied Arab territories.

Last year our Organization approved a series of recommendations which, if they had been applied by the Israeli occupying forces, would have improved the conditions of life in the occupied Arab territories and, in particular, the conditions of the workers.

In the months that have elapsed since then it has become increasingly obvious that the international community is incapable of resolving this problem. The Israeli authorities, with the support of the United States, continue to display a total arrogance and to flout the most elementary standards of international law as well as a growing number of resolutions and decisions adopted by various bodies in the United Nations system.

We cannot accept as an inevitable evil the sufferings which since the approval of the so-called partition of Palestine and the war of 1967 have been faced by the peoples of these territories and, in particular, the Palestinian people. We should remember that this terrible tribute of blood and tears which has been paid by the inhabitants of these occupied territories has been imposed upon them by those who suffered the outrages and atrocities of Nazism.

We should also remember that the Israeli military occupation and the subjugation and occupation by force of foreign territories has been declared by General Assembly Resolution 3314 (XXIX) as an act of aggression and offence against the peace and security of mankind.

There is no doubt that this continued military occupation is the root cause of all the violations of human rights suffered by the populations of these territories and which affect every aspect of the life of each and every one of them. These violations have been particularly serious since our debates and recommendations of last year. The evidence gathered by the special envoys of the Secretary General of the United Nations to these territories, the recent reports of the Special Committee entrusted with investigating Israeli practices in these territories and the report of the mission representing the Director-General of the ILO which visited these territories all bear witness to this.

In the report of the ILO mission there is clear evidence that the Israeli authorities are suppressing with violence and with a heavy toll of dead and injured, including children, any act on the part of the Palestinian population against the military occupation.

At the same time, they have carried on acts of destruction against the homes of Palestinian citizens and other property which form part of the cultural and religious heritage of these people. They have continued the condemnable practice of collective punishments imposed on various communities and they frequently arrest teachers and trade unionists, close down universities and schools and destroy harvests. Job opportunities are scarce or non-existent and Palestinian workers both in the occupied territories and in Israel have no social security protection and are unable to exercise their legitimate rights in full freedom.

As a culmination of these serious violations, on 16 December last, with the usual callousness, it was decided to deport to Lebanon 417 Palestinians; the decision was carried out the next day despite the fact that so-called peace talks had begun. This measure was taken not only in total disregard for the sovereignty of a neighbouring State, but hundreds of people were subjected to a fate which violates their most elementary rights, obliging them to remain exposed to the elements, separated from their families, in an inhospitable and inaccessible place deprived of the most elementary benefits of housing, food and clothing.

The Israeli authorities thus continue to act with impunity against the population of the occupied Arab territories and continue to fail to fulfil a large number of resolutions and decisions by the United Nations, and in particular of the Security Council. It is obvious this conduct of Israel receives the support of those who maintain a double standard of acting as a global policeman on the one hand and of advocating the establishment of a new international order on the other.

We reiterate that a just and lasting solution to the overall problem of the Middle East and of peace in the region will be possible only if the inalienable rights of the Palestinian people and, in particular, their right to life and the establishment of an independent State, are recognized.

Thus our Organization should take decisions which energetically condemn Israeli practices in the occupied Arab territories and take the necessary steps to help ensure that peace, development and social justice become a reality for the workers of these territories.

Original Chinese: Mrs. ZHANG *(Government adviser and substitute delegate, China)* – We are very pleased that this special sitting on the situation of workers in the occupied Arab territories has been convened during the present Session of the International Labour Conference. We feel it is necessary and useful to have a continuing discussion on the situation of workers in those territories.

We have carefully read the Director-General's Report which is very informative and provides us with very detailed information on the situation of workers in the region concerned. For a long time now, as a result of war, occupation and unjust treatment, the legitimate rights and interests of the working population in the occupied Arab territories have been seriously undermined, and they and their families have had to struggle against hardship. This state of affairs did not improve last year. We have seen that the unjust policy pursued by the authorities in the occupied Arab territories, including such measures as closure of frontiers, deportation and ...

(The sitting was suspended for 15 minutes because of a technical hitch.)

Original Chinese: Mrs. ZHANG – For a long time now, the legitimate rights and interests of the workers of the occupied Arab territories have been seriously undermined. The workers and their families have endured severe hardship. This state of affairs has not improved in the past year. Since the competent authorities have enforced an unfair policy in the occupied territories through such measures as the closing of borders and deportation, workers have been deprived of wages, social security entitlements and other legitimate rights. Individual freedoms and security have been undermined. Tragic events have happened one after another. Such a situation contravenes the fundamental principles of the ILO Constitution, the Declaration of Philadelphia, and international labour standards, and should be a matter of grave concern to the international community.

Over the years, the Palestinian people have waged an uncompromising struggle for their independence and basic human rights. In their struggle, they have had the sympathy and support of Arab countries and other peoples around the world. The Chinese Government and people have always supported the just struggle of the Palestinians and other Arab peoples. The Palestinian people should enjoy all national rights and the right to survival and development in peace. Palestinian workers and their families should enjoy all the rights and the just treatment enshrined in the international labour standards. We call on the competent authorities to change their policy in the occupied territories, to ensure that the legitimate rights and interests of the Palestinian people, including the workers in the occupied territories, are respected.

We believe that the ILO should persevere with its efforts to combat the injustice suffered by workers in the occupied territories and safeguard their legitimate rights and interests. We have noted that, thanks to the efforts of the parties concerned and the impetus provided by the international community, the Middle East peace talks have started to display some positive signs. The Chinese Government welcomes this. We believe that confrontation and a hard-line policy will not bring about peace in the Middle East. We hope that the Middle East peace talks will continue in this positive way and that the sincere efforts of the parties concerned will achieve positive results at an early date and lead to a comprehensive and just peace in the Middle East. Only in this way can the legitimate rights and interests of the working people in the occupied territories be safeguarded.

Original French: Mr. SOMBES *(Workers' delegate, Cameroon)* – May I, first of all, on behalf of my delegation, convey to the President the greetings and best wishes of the workers of Cameroon and extend greetings to all those attending this session of the International Labour Conference. May I also associate myself with the various speakers who have preceded me in expressing our heartiest congratulations to the President and all the Officers of the Conference on their election and for the confidence placed in them as regards the conduct of this session. I wish them every success in carrying out this delicate and very important task.

I should also like to take this opportunity to express our sincere congratulations to Mr. Hansenne on his election for a further term as Director-General of the ILO. We know we can rely on his competence and experience in bringing this great international organization safely into port.

The situation of the workers in the occupied Arab territories is a very complex matter, but, it must be stressed that this is something that cannot leave us indifferent. I am therefore very pleased that this problem is included among the concerns of the ILO. I need only point to the enriching conclusions drawn in the Director-General's Report on the subject as evidence of this. At a time when we are witnessing the internationalization of solidarity movements all over the world, at a time when human rights in general, and more particularly trade union rights, are being defended firmly by all workers through trade union movements which are increasingly free and independent, we cannot, against a background of active worker solidarity, forget the plight of our comrades in the occupied Arab territories. That is why the workers of Cameroon wish to make an appeal to all those of goodwill to support the conclusions and recommendations set out in the Report of the Director-General. Nor can we disregard the need for dialogue between the different social partners. And we believe that this is the path which will lead to the resolving of the problems facing the workers in the occupied Arab territories.

Mr. OTERO *(Government delegate, United States)* – To be very frank, my Government sees very little value in this special sitting. We regard it as an abuse of the ILO. It ignores and bypasses the regular supervisory machinery which is the Organization's constitutional method for dealing with worker rights complaints, and it is also a thinly veiled attempt to conduct a general political debate on a subject outside the ILO's mandate which is more appropriate to the United Nations General Assembly.

When Secretary Reich called on you to pay his respects, Mr. President, you both agreed on the vital importance of the Middle East peace process. This process must succeed. It must bring peace, at long last, to this troubled region. It must end the conflict, end the violence.

The Director-General's Report concludes in paragraph 149 that "the consequences of this violence... can be devastating for the Palestinian population as a whole, and more particularly for Palestinians with jobs in Israel who, because of increased harassment and restrictions, find access to their workplace rendered more difficult or even impossible".

Yes, the peace process must succeed and put an end to the conflict and to the violence. As the Report emphasizes in paragraph 147, its conclusions are "intended solely as a useful contribution to the more general process in which attempts are being made at the political level to seek solutions to the overall problems affecting the region".

Meanwhile, the Director-General's conclusions address what might be done to ease the situation. They note that "the closure of the territories means that over 100,000 Palestinians currently having jobs in Israel no longer have access to them, resulting in an estimated daily loss of income of some US$2.5 million", that "since the Gulf War ended..., the main source of external revenue of the territories has been limited to income earned by Palestinians working in Israel" and that since "remittances from workers in the Gulf and subsidies from Arab countries are no longer forthcoming, it is all the more important that the Palestinians who have jobs in Israel also have unrestricted access to them". The Report hopes "that in future other ways will be found to deal with 'violent' acts perpetrated by Arabs" from the territories in Israel. My Government is pleased that, since that time, ways have been found to allow 40 per cent of those Palestinian workers to return to their jobs. We sincerely hope renewed violence will not endanger this improvement and that many, many more workers will be able to return.

The Report notes some positive steps taken by the Government of Israel. It encourages further effort in these areas and makes other worthwhile recommendations to the Government of Israel to improve conditions for these workers, including their coverage under national insurance.

We welcome particularly the Report's emphasis on the essential role in a democracy of a strong and independent worker and employer organizations, like those in Israel, and the need for both Israel's Government and the Histadrut to encourage such institutions in the territories, as well as the Report's renewed appeal for dialogue and cooperation between the Histadrut and the unions of the West Bank and Gaza. We are pleased the Histadrut has written to offer such dialogue and we hope the unions of the territories will respond positively.

Above all, we welcome and encourage the ILO's endeavour to contribute to the improvement of the working and living conditions of the workers from and in the territories and agree that, and I quote, "its areas of competence, expertise and experience make it particularly apt to play an important role in creating an environment in which peace, social justice and economic development, based on democratic principles and the rule of law, can become realities for the entire population of the region".

As Secretary Reich emphasized in his speech to this Conference, the United States Government places great emphasis on the importance of vocational training to address the economic and particularly the employment problems now afflicting much of the world. The ILO is particularly well equipped to assist in this area, to help the youth of the territories prepare for a competitive world.

I would be remiss if I did not conclude by praising the authors of this Report for its excellence and balance, and the Government of Israel for cooperating in their mission to gather material to prepare it. However, procedures like this Special Sitting bypass the ILO's excellent regular supervisory machinery and create a precedent for new political debates singling out other member States.

I was going to close by reaffirming that we strongly oppose singling out Israel, or any other country, in a special sitting. However, now I find it compelling to respond to previous speakers by reiterating what our Government has stated in the Governing Body, a permanent conference on this matter would be intolerable to my Government and thus there is no consensus, which is a legal impediment.

Original Russian: Mr. KLOCHKOV *(Workers' delegate, Russian Federation)* – First of all I would like to thank the Director-General for the comprehensive and objective Report on this extremely acute problem which is of concern to all of us.

With great respect and gratitude we take note of the enormous amount of work that has been done by the special mission of the ILO which went to monitor the situation in the territories. It has provided a factual analysis in the Report of the Director-General. This is a very good basis for further development of the ILO's activities along these lines.

The situation of the workers in the occupied Arab territories gives rise to serious concern throughout the world and, in particular, amongst trade unions. By their very nature, trade unions cannot accept violations or infringements of the rights of workers wherever this may take place.

As is quite clear from reading the Report, in this 26-year occupation of the Arab territories by Israel there has been serious violations of the fundamental rights of the workers and the whole of the Palestinian people. The situation continues to be explosive in this region, and has become even more acute after the Gulf crisis. The standards and principles of ILO Conventions are being violated. The economic situation of the Arab workers is worsening and trade union rights are being trampled under foot.

We fully agree with the conclusion of the Report that the ILO, as in the past, is continuing to feel a great deal of concern because of the situation being created in the occupied territories and the catastrophic impact which this has on the well-being of the indigenous population.

Unfortunately, some of the measures adopted by the Israeli authorities in dealing with the extremely difficult economic situation in these territories, and trying to find some kind of solution through negotiation have not led to any specific results at the present time. The positive role of establishing dialogue and finding a solution for the Palestinian problem can be found by Histadrut because, as we know, they are making efforts which give grounds for hope.

We believe that the conclusions of the Director-General's Report and the specific recommendations contained in the Report will help us to solve these serious and continuing problems which threaten the peace of the world, not just in the Arab region, but also in other parts of the globe, and we hope that the ILO, for its part, will make maximum efforts in order to bring this about.

I would like to emphasize the fact that the Federation of Independent Trade Unions in Russia would like to express its solidarity with the just struggle of the Arab workers for their rights. I would like to express our assurance that an end will be found to this crisis which has gone on for so many years.

Mr. LIOR *(Government delegate, Israel)* – Mr. President, I wish first and foremost, to express our appreciation and respect for the skill and talent with which you personally conduct the work of our Conference.

Once again we have gathered here due to pressure exerted by a minority of States, to waste long hours on a subject, highly important in itself, but of little relevance to the professional work of the ILO.

It became obvious in this same debate last year that for some delegations denigrating Israel has become simply a habit. In the light of the search for a new understanding in the on-going Middle East peace negotiations, this ritual of yesteryear is nowadays particularly harmful since it serves only to fuel the flames of discord.

Thus, once again we are forced to register our grievances at the singling out of Israel as a subject for special treatment. It is only in the interests of good relations with our Organization and the secretariat that we accord members of the Director-General's mission full and free access to Israel and the territories, which are widely open anyway to any visitor.

The report of the mission this year displays a growing understanding of the realities on the ground. It highlights the cycle of violence and, more importantly, points to the source of this violence in the actions of extremist organizations and individuals within the Palestinian community. It is clear from the report, maybe for the first time, that the recourse to violence is a major cause for the economic difficulties in the territories. Terrorism also inhibits the ability of international organizations to render meaningful assistance. Unfortunately, brutal acts against Palestinians and Israelis alike continue. During the month of the mission's visit alone, 13 Palestinians were murdered by their own brethren, and five Israelis were assassinated by the so-called "Palestinian workers".

The general approach of the more balanced report continues, however, to suffer from the tendency to judge progress in the territories by the norms of the developing world. In our opinion, the surrounding population of the region should provide the yardstick by which development in the territories is judged.

In any discussion of factors relating to economic progress it is clear that in the final analysis, and certainly in comparison with the previous period of Jordanian and Egyptian rule in the West Bank and the Gaza Strip, the leap forward has been undeniable; despite grave difficulties, the positive economic indicators speak for themselves. By the outbreak of the so-called *intifada* at the end of 1987, GNP had risen by over 400 per cent, with corresponding rises in the standard of living. Structural changes in the economy, such as the diversification of agriculture, the introduction of technologies, the development of new markets and growth in local industries have all contributed to a new social economic fabric, different from that which existed prior to the Six-Day War in 1967. Developments such as these are more important in the long term than any so-called settlement activity, which is one of the political derivations of the conflict rather than an economic factor.

Considerable efforts continue to be made by the Israeli authorities to improve the daily lot of the Palestinian population during the current period of transition, and until a political settlement is reached. The report underlines current efforts, and encourages Israel to continue them to increase investment and create employment.

The authors of the report mentioned the practical steps designed to ameliorate working conditions of

Palestinian workers who have jobs in Israel. They also note that the Government of Israel does indeed envisage further improvements in the expedition of entry procedures. In this context I would like to say, first, that in years past, the Gulf States, not Israel, were the major employers of Palestinian labour. The report happens to overlook the negative effects of the refusal of a Gulf State to re-employ Palestinians since the end of the Gulf war. Second, while 100,000 workers were permitted entry to Israel prior to the wave of murders which made their employment an intolerable risk, today under more stringent controls 40,000 workers have already returned to their workplaces.

Yet as in any open democracy, the relations between foreign employees and local employers can only be partially controlled by government. Such working relations require not only official regulations but also workers' education as well, and in this respect there is a need for proper, genuine and bona fide trade union contributions.

In concluding I would like to state again that in spite of some improvement in the Director-General's Report this year, its very mandate remains questionable and problematic.

The winds of peace are blowing in the Middle East. You yourself, Mr. President, represent a country whose pioneering contribution towards peace will remain forever enshrined in the annals of our region. Israel continues to believe in dialogue. Indeed bilateral and multilateral talks are taking place in Washington and in other parts of the world. In the meantime, Israel does not claim immunity from criticism, but exercises such as this special sitting, which singles us out for this politically motivated criticism, places the ILO today squarely in the company of those whose activities are incompatible with the prevailing dynamics of peace. We are hopeful that the ILO will muster the courage to abandon the irrelevancies, and join the general effort to build a brighter and more promising future for the Middle East.

Original Chinese: Mr. HUANG *(Workers' adviser and substitute delegate, China)* – We would like to voice our appreciation of the Director-General's Report on the situation of workers of the occupied Arab territories. Since we discussed the question of Palestine at this forum last year, the Middle East peace process has entered a new phase. Thanks to the efforts of the parties concerned and the international community, the peace talks are progressing in depth, opening up a new prospect for a political settlement of the Middle East question, centred on the issue of Palestine. Yet we note that the foundation of the peace process is quite fragile, the tasks ahead are serious, and it requires intensified efforts from us all to make achievements.

As hope dawns on the Middle East peace process, regrettably at the end of last year there was the incident in which the Israeli Government deported over 400 Palestinians. Chinese workers and trade unions are concerned and disquieted, and strongly condemn this inhumane behaviour by the Israeli Government that contravenes the norms of international law. We believe that the Israeli deportation of Palestinians from the occupied territories violates international law and the relevant United Nations resolutions, adds to the suffering of the Palestinian people, increases tension in the region and creates new obstacles for the Middle East peace process. This is why it met with universal condemnation from the international community. We strongly urge the Israeli Government to implement Security Council Resolution 799 (1992), and enable the deported Palestinians to return to their homeland as soon as possible.

The crux of the Middle East question is the issue of Palestine. Only after Israel withdraws from all the Arab territories it has occupied since 1967 can the question of Palestine be settled in a just and reasonable manner and the Middle East region attain lasting peace and stability. Over the past 40 years the Palestinian workers and people, in order to secure their national existence and regain their legitimate national rights, have waged successive struggles in difficult situations against Israeli aggression and expansion. We want to express our sympathy and support for and our admiration of the Palestinian people's heroic spirits.

The Chinese workers and people have always deeply sympathized with and firmly supported the Palestinian people's just struggle and endorsed their nation's rights to self-determination, and to return to their homeland and establish an independent State. We feel that the Arab-Israeli dispute should be settled through political means instead of resorting to force. The Palestinians and other Arab people's national rights should be maintained, and Israel's security should also be respected and assured. The Palestine question should be settled in a just and reasonable way in accordance with the relevant United Nations resolutions, especially Security Council Resolutions 242 (1967) and 338 (1973). Israel should first of all stop building settlements in the occupied territories and deporting Palestinian civilians, and should allow deported Palestinian civilians to return to their homeland so as to create an atmosphere of conciliation, in order to gradually achieve a just and reasonable settlement of the Palestinian question. We hope the Middle East peace progress will continue, and that the parties concerned will seize the opportunity to be pragmatic and flexible, negotiate earnestly and remove obstacles so as to achieve lasting progress as soon as possible. It is also our sincere hope that the international community, the ILO and the parties concerned will make contributions to achieving a just and reasonable settlement of the Palestinian and Middle East question. The Chinese workers and trade unions will, as always, make unremitting efforts for the achievement for lasting peace, justice and stability in the Middle East.

Original Arabic: Mr. NASR *(Employers' delegate, Lebanon)* – A year has passed and we are once again in a special sitting. How do things look this time? In Palestine and in the other occupied Arab territories the situation is deteriorating rather than improving, and the peace process has almost come to a standstill. The Director-General's Report does not include any detailed and specific measures which could be adopted by the Governing Body and could result in projects being financed from private funds in addition to the budget.

The experts who were sent to the territories have accomplished their work as well as possible. I believe, however, that the time has come to send a multidisciplinary team to discuss matters with the representatives of the employers and workers in

Palestine to see what their needs are and how the International Labour Office can help them (vocational training, rehabilitation of disabled persons, strengthening of the employers' and workers' organizations).

The subject of the employers in the occupied Arab territories is a very sad one for it is they who bear the burden of the occupation which makes it impossible to set up free association. They have to pay innumerable taxes and levies which make regular production and competitiveness impossible. There are about 70 types of taxes and levies imposed on them by the military occupying forces.

In addition there are obstacles to the acquiring of raw materials, difficulties with regard to exportation and development and the impossibility of making full use of all the factors of production. As for the difficulties they face with regard to setting up free associations and developing them, these are examined in the report of the special mission.

A year ago I made a number of proposals to the Director-General that I will not go into again here. However, I will repeat my request that we should go beyond this special sitting. I believe that a special committee would be more suitable for the work we are doing here and would enable us to exert greater pressure to speed up the process towards establishing a just peace.

I was optimistic and I still am. But as Strindberg said, "We are killing time while waiting to find the key to happiness".

Mr. ZELLHOFER *(Workers' adviser and substitute delegate, United States)* – I would like to thank the President for giving me this opportunity to address the fourth and what I am hopeful will be the last special sitting. There are certainly good reasons to believe this will be the last special sitting. Even more so than last year, there is a growing basis for optimism. The peace negotiations which began in the fall of 1991 have made significant progress, perhaps not always easily visible towards a comprehensive, just and peaceful settlement of this complex situation. This gives rise to a renewed cautious optimism that an agreement may be within reach. A comprehensive agreement that will ensure dignity and, importantly, security for all concerned.

Today, during this special sitting, we have before us now the 16th annual submission by the Director-General, entitled *Report on the situation of workers in the occupied Arab territories*. It was most useful to note the efforts made by the workers in Israel through their national union, the Histadrut, to continue to provide important assistance and services to Palestinians from the territories working in Israel. The Histadrut committee for workers from the occupied territories continues and has expanded the extremely valuable advice and assistance, including the provision of free legal counsel to Palestinian workers regarding their rights and entitlements. The data on applications for legal advice and complaints being dealt with concerning Palestinian workers, as noted in the Director-General's Report, show more than 400 files, each concerning several workers, having been opened for the West Bank and 250 applications for legal advice, with 3,157 complaints being handled in the Gaza Strip.

A further significant problem has been the willingness of many Palestinian workers to avoid the system of registration and work for employers in Israel, often under very exploitive conditions, including working below prevailing rates and without the range of benefits which the system of registration guarantees. The situation of Palestinian workers, many dependent on income from work in Israel, is indeed serious and in need of sustained improvements. The situation for workers working inside the territories is even more precarious.

Less than two months ago, the Histadrut published a statement responding to the circumstances brought about by the 30 March closure of the territories. It recognized the Government's decision to take security necessary measures to protect Israeli citizens from a wave of extremist terror in the preceding weeks. It called for, among other compensatory and remedial measures, every effort to be made to provide emergency social assistance to the workers from the territories affected by the closure. It further recognized the Government's obligation to provide jobs for the workers of the territories and called upon the Israeli Government, Arab States and the international community to undertake an immediate joint effort of massive investment in the territories to help build an economic infrastructure which would provide employment for residents of the territories. Such a step, it noted, would be a timely and positive measure which would provide a basis of self-reliance for the Palestinians in the territories, preparing the ground for a gradual separation from Israel which would hopefully be agreed by the parties concerned in the course of the peace negotiations.

It should also be significant to observe today that earlier this year the Histadrut extended an invitation to the General Federation of Trade Unions to open a dialogue between the two organizations.

It is also timely to look back at last year's Report by the Director-General entitled *Democratization and the ILO*. It is particularly pertinent to the greater surrounding region, even more so today. That Report underscored how democracy "institutionalizes the settlement of disputes by enlisting the participation of the various interest groups and constant constructive negotiation leading to solutions that are acceptable to all". It is more than unfortunate, it is profoundly tragic that democracy and democratic institutions have not been allowed to develop in so many countries in the greater surrounding region.

Human dignity and thus human potential have been held in check by all too many regimes through the suppression of fundamental human rights, including one of its cornerstones, freedom of association. The constructive democracy-building role that genuine independent trade unions can play has repeatedly been thwarted, all too often violently. The lack of democracy and failure to develop supportive democratic institutions, coupled with gaping social inequities and widespread poverty, continue to be fertile ground for the seeds of fanatic, violent extremism. Last year I referred to some nearly 20 States in the greater surrounding region where either trade unions are either banned outright, collective bargaining is not permitted, trade unions are tightly controlled or their activities are severely restricted. Today, one year later, very little has changed.

In looking at the wide scale and all too often shocking extent of human and trade union rights violations in the greater surrounding region, I ask, why these special sittings? What can they really accomplish? I must repeat the very real grave concerns I voiced last year. Other than serving to politicize this unique and specialized United Nations body, these special sittings undermine the respect for the ILO's technical competence and authority and they weaken the effectiveness of its long-established and well-regarded supervisory machinery.

To politicize the work of the ILO would be tantamount to suffocating this Organization. While there are undoubtedly some in various parts of the world who would like to see this Organization wither, I would hope the vast majority of the ILO's constituents view this Organization's competence and authority as anchored in its unique mandate, and that mandate is not political.

The ILO faces a daunting challenge in the greater surrounding region to secure respect for human rights, economic justice and social equity. It is, again, essential to underline the ILO's competence, through the application of its standards developed by its unique tripartite structure and the obligation of member States to advance human dignity through social and economic democratization, an effort, we all know, that vitally involves the full participation of free and independent trade unions and employers' organizations.

The immense challenge faced by the ILO in the greater surrounding region needs to be acted upon by vigorously utilizing the full moral authority of the Organization, including, importantly, the proper supervisory machinery. Failure to do so would be to abandon its principles and destroy its purposes.

Original Arabic: Mr. DAHLAN *(Employers' delegate, Saudi Arabia)* – In the Name of God, the Merciful, the Compassionate!

It is indeed a great honour for me to stand here before this august assembly of this international Organization representing Saudi Arabian employers and to speak for them of the aspirations, dreams and hopes they have had for many years, long years filled with tragedies and tears, of oppression, suffering and aggression against a peace-loving people, a people with a culture and a civilization, a people destined and willed by God to live on a holy land which has been rendered holy and sacred by virtue of its location.

Yes, our hopes and wishes and dreams have been long held. They are dreams of freedom and liberty and a search for the minimum standards of human justice, human rights, and labour rights, and they are hopes and wishes for a liberalized economy and free commerce. If these people were given all these possibilities, they would be the most productive of all peoples on Earth.

Today, there are limited hopes for peace, and our eyes and minds are turned to that holy land, hoping that the banners of peace will soon be raised there so that the inhabitants of that holy land – Arabs and Jews – can live there together in peace to safeguard the culture and ancient civilization that was therein established.

We are a peace-loving people, seeking peace, and seeking to establish relations based not on racism or fanaticism on the basis of creed, colour or race, but on strengthened efforts to find peace. We would like to ensure equity and justice for Arab workers of the occupied territories, to strengthen the Palestinian economy and to grant Palestinian employers the freedom to trade and invest, and to have the opportunity to set up establishments to consolidate the economy in this part of the world.

Allow me, through you, to express my appreciation and gratitude to the ILO mission which undertook the task of fact-finding in the occupied Arab territories and which elaborated a realistic and honest report on the situation in the occupied Arab territories. We do hope that this special sitting, on the basis of this Report, will provide a justification to set up an ad hoc committee to investigate and examine the matter in more detail.

We fully support all the proposals and recommendations included in the Report.

I do hope that in the 1990s we will shortly be able to hold a special session to celebrate the freedom and the safeguard of human rights and liberty in that part of the world, namely Palestine and the occupied Arab territories.

Mr. HILB *(Employers' delegate, Israel)* – It gives me pleasure to join other speakers in congratulating the President on his election. My congratulations also go to the Vice-Presidents.

This is the fourth time in the past four years that we have been through the process of holding a special sitting on the report of a special ILO delegation which has examined the conditions of workers in the territories. This is the 16th report on this issue and it seems that this sole issue is the only matter of interest to most of the delegates of the nations assembled in this hall.

During the past 16 years, many important events have taken place around the world, which are highly significant within the mandate of the International Labour Organization. Nevertheless, the issue of the territories has received the greatest amount of attention.

Fundamental approaches have not changed in the way the report examines the various issues. The critical approach shown by the report deals with the very essence of the problem, namely the fact that the ILO delegations have come to a situation created after the 1973 war. Since this is not new, it is obvious that the statement whereby it is assumed that the present situation does not enable employees' rights and dues to be preserved does not comply with reality nor is it relevant. The delegation should inspect the condition of workers from the territories in the light of the durable reality which exists in the territories, in Israel and the region as a whole.

It is highly regrettable that the Gulf War and the coalition that came into force to resist the terror have in no way changed some of the points reflected in this report. The increase of Arab terror in the territories has been a prominent feature in recent years. Arabs who are suspected of collaborating are punished by their own brothers, and any attempt to create communication between Israelis and Arabs is accompanied by a destructive desire to cause harm. This is worse than the injuries caused to Arabs by the Israeli army as a result of riots and stone throwing.

Any civilized State in the world which is attacked by knives and whose civilian residents are injured would behave in the same way, and would have ordered a closure similar to that carried out by the Israeli security forces. It is a fact that there has been some easing, and that more than 40,000 permits, equal to half the number issued before the closure, have been granted.

The deportation of terrorists is another subject dealt with in the report. This is something which adds to the politicization of the report and constitutes a deviation from the matters and subjects needing to be discussed.

The political atmosphere has remained businesslike and there is a feeling of progress both in the bilateral dialogue held in Washington and in the multilateral dialogue. The discussions are professional and the feeling of progress is becoming very strong.

It is useful to mention the contacts and communications established between businessmen from the territories, mainly Judea and Samaria, and major representatives of Israeli industry. Several meetings have been held on the issues of autonomy and trade. The options of joint investment, especially in the industrial zones that are being constructed and improved by the civil administration, were examined by both parties. Recently priority has been given to growth and the construction of plants. The consequences have been remarkable.

In discussions conducted with the Manufacturers' Association of Israel and other employers' organizations a start has been made on examining the autonomy issue. The subject was publicized in the media, in the employers' trade journals and in the daily newspapers in Israel.

There is no doubt that the closing off has affected thousands of employees who used to make their living in Israel as well as their employers. The implications are judicial in that any employee is entitled to assert his social or other rights affected by the present situation in the national labour courts.

There are two answers to the argument that employees' rights in the territories are compromised by the payment of contributions to the national insurance: first, social insurance is not personal insurance and in this matter Israel behaves like any other State. It is obvious that there is an insurance cost in some branches where employees contribute a portion of their salaries yet are not entitled to benefits in respect thereof.

Secondly, social insurance has become a quasi-tax collected by the State and used for various needs such as regional advancement and infrastructure development which are to the benefit of the vast population. The civil administration has done a lot to improve the living standards of the Arabs in the territory in using the budget that has been allocated for the administration and in struggling with difficulties resulting from the security situation. So far we have not seen States in general and Arab States in particular which have assisted in relieving the distress of the residents in the territories.

We, as employers as well as other representatives of the industrial sector, do aspire to the normalization of contacts with the territories and its residents. We are doing our best to cope with essential development for the sake of the region's welfare. We know that business initiatives and development can act as a trigger and a coefficient for certain issues and contribute to the good relations between people and nations more than any political activity carried out by politicians.

Original French: Mr. BRIESCH *(Workers' delegate, France)* – My presence during this debate is intended first of all as a sign of friendship to the workers of the region, Palestinians and Israelis, present in this debate in this hall. It is more concretely the sign of the interest of my organization, the French Democratic Confederation of Labour (CFDT), which concerns us all, especially in a year decisive for peace in this region.

A decisive year because of the important political events that have taken place in the countries concerned. Some have revitalized the peace process; others, unfortunately, have caused a blockage.

Thus the Director-General's Report invites us to measure the seriousness of this situation resulting from the closing of the occupied territories last March. We know what the price of this is. Its effect has already been to increase forced unemployment for the majority of the 120,000 workers who are working in Israel, without their benefiting from any alternative income. This means losses estimated at US$66 million, and lost wages representing one-third of the gross national product of the West Bank and Gaza. For eastern Jerusalem alone the loss of earnings is estimated at US$9 million, according to Mr. Shounar, the economic adviser to the Palestinian delegation at the peace negotiations. We do not think that this policy, whatever its motives, promotes the process of peace, because it is not a good idea to bring the economy of one's neighbours on its knees.

We are also, as trade unionists, aware of the exploitation by certain Israeli employers of thousands of clandestine Palestinian workers who are paid by the day, making it possible to reduce social costs. We particularly welcome the efforts of the Histadrut in carrying out important and energetic work to make the rights of workers better known and to put an end to these inadmissible practices. But the real difficulty in order to progress in this sector is the lack of transparency in the fiscal system and social deductions in force, which erode the social rights of the non-resident workers, as the Director-General has emphasized in his Report.

Nevertheless the strongest criticism and the greatest condemnation should be for the arrests of trade union militants, the ransacking of trade union premises in Gaza by the army in 1992 without any reason. The army sees in the Palestinian trade union movement a facade for certain terrorists organizations. This argument has already been used. My own Government used it in Algeria to prohibit the UGTA. We saw its limits when it was a question of merely not allowing Rassem El Bayari, the president of the Gaza workers' unions, to take part in the ICFTU Congress in Caracas in 1992. Is it intended by means of such intimidation and harassment to favour the rise of Islamic forces opposed to the dialogue that we are trying to promote?

These facts are disquieting and we must do all we can to make the hope of a peaceful solution prevail. We know that it will take a long time but there are already signs, if only through two signals from the trade union movement in the region. We welcome the renewal of the unification effort in the Palestinian trade union movement. And we welcome the first fruits of the new direct dialogue between the Histadrut and its Palestinian counterpart. How could the CFDT not welcome this idea of direct dialogue, a tangible proof of mutual recognition. We believe indeed that by strengthening such measures it will be possible to reduce social tension and improve the prospects for economic development in Israel and the Palestinian territories.

The ILO, whose technical cooperation and action shown have proved useful to the South African trade union movement and the democratic modernization of labour relations in South Africa, can be a decisive tool with which to tackle the labour problems of the occupied territories. We are convinced that its offer cannot be rejected or ignored indefinitely.

We also believe that the free international trade union movement, strengthened by the growing confidence of millions of workers throughout the world, is well placed to contribute to this dialogue and to promote the establishment of a just and lasting peace in this region.

Original Arabic: Mr. TIZMAGHZ *(Government adviser, Islamic Republic of Iran)* – In the Name of God, the Merciful, the Compassionate. The Holy Koran states that God shall bring victory to those who struggle for his cause and suffer injustice.

Many years have passed since the beginning of the Palestinian problem and a solution seems no nearer. The Palestinian Islamic *intifada* is a movement and a revolution against occupation and expansionism. This heroic *intifada* is taking place under very difficult circumstances. The aggressive Zionist entity is perpetrating the worst form of oppression against this movement. Zionists, with the support of their Government, terrorize and murder Palestinians and expropriate their property, their pain and sufferings.

This oppressive regime perpetrates to the worst forms of injustice in the administration of Palestine and the occupied territories. The Palestinian people have been expelled, thanks to Zionist and international pressure, from their homes and their homeland. Murder, oppression, repression of human rights are everyday occurrences. The noble *intifada* faces the worst difficulties. Last winter, the Zionist regime deported more than 400 Palestinians from their homes and homeland to endure conditions of bitter cold. Security Council resolution No. 799 has yet to be implemented. The oppressive regime did not even take note of it. Under such circumstances, how can we talk about the failure to implement international labour standards, when the Zionist enemy has not even taken note of the Security Council resolutions, international standards, the Constitution of the International Labour Organization, the Philadelphia Declaration or even the Geneva Convention of 1949.

The Islamic Republic of Iran believes that the peace negotiations have failed to safeguard the legitimate rights of the Palestinian people. Indeed, they strengthen the foundations of the Zionist entity, which imposes its own terms on the other party, and continues to murder…

Original Arabic: The PRESIDENT – I must ask the speaker to speak on the Director-General's Report and nothing else.

Original Arabic: Mr. TIZMAGHZ – In the light of these circumstances, can we guarantee that this regime will abide by a peace agreement, especially given the fact that as it refuses to respect Security Council resolutions? Our experiences over the past 50 years show that peace will not return to the region unless the Palestinian people recover their legitimate rights and enjoy their own independent government in Palestine, and until there is a total withdrawal from the occupied territories.

As you know, the Islamic Republic of Iran is and always has been one of the defenders of the oppressed Palestinian people. We call on the international community to take positive steps to safeguard the legitimate rights of the Palestinian people. One of the duties of the international community is to examine the economic and social deterioration in the territories and the failure to observe trade union rights, and to confront them. The International Labour Organization must support the cause of the expelled Palestinians. It must do all in its power to bring about their return to their homeland and to reinstate them in their jobs.

We once again wish to call on the International Labour Organization to establish a special committee to defend the rights of workers and employers in Palestine. May peace and the mercy of God be with you.

Original Portuguese: Mr. LANCA *(Workers' delegate, Portugal)* – We would like to congratulate the International Labour Organization for convening this special sitting and for the important report of the Director-General on this issue, i.e. the occupied territories.

We make it a point of honour to take part in this sitting to express the unequivocal support and solidarity of the Portuguese workers for the Palestinian cause.

We have always condemned the occupation of these territories by Israel and the consequent limits upon the exercise of the free rights and liberties of the Palestinian workers. In this context, we support the United Nations resolutions which require – and this is more necessary than ever – the withdrawal of the occupying forces from the territories and the establishment of a peaceful path of dialogue and negotiation.

The long and staunch resistance of the Palestinian people in those territories, in addition to being an example for the world, also reveals the widespread support that it enjoys from all Palestinian people in the territories.

It is with a deep feeling of hope that, at last, we witnessed the opening of negotiation and dialogue with the participation of Palestinian representatives and with the support and commitment of the Palestinian Liberation Organization, which is the Palestinian people's legitimate representative.

Hence, the international community cannot and should not adopt a passive attitude to all attempts to reduce the effectiveness of the ongoing negotiations and to void them of content.

That is why the workers and their trade unions have also an important role to play in denouncing the illegal occupation and promoting among their members the demand of a peaceful and negotiated solution to the problem.

In Portugal we shall continue to demonstrate our active solidarity with the Palestinian people's struggle for self-determination, a cause that deserves our deepest respect and a struggle which, deserving of our admiration, will continue to receive our unequivocal support.

Mr. SUNMONU *(representative of the Organization of African Trade Union Unity)* – Mr. President, please accept the warm congratulations of the Organization of African Trade Unity and myself on your election to the presidency of the 80th Session of the International Labour Conference. We are confident that under your able leadership the work of the Conference will be brought to success.

I would like to compliment the Director-General for the clarity of his report on the situation of the workers of the occupied Arab territories. The optimism that was generated by the change of government in Israel last year on the solution of the problem of the Middle East has not been justified by the facts on the ground. The lives of the Palestinian workers and peoples have continued to deteriorate and their situation is more desperate than ever before. This situation has naturally made the Palestinians more frustrated and angry. Which people, subjected to the same degrading and inhuman conditions, would do less than the Palestinians?

Paragraphs 67 to 72 of the report confirm the inadequate attention given by the Israeli occupation authorities to the education and training of the Palestinians in the occupied Arab territories. We condemn this attitude because of the negative effects inadequate human resource development will have on the future of Palestinians. The ILO and the international community should therefore put pressure on the Israeli Government to ensure the unimpeded development of the education and training of Palestinians in the occupied Arab territories.

The conditions of work of Palestinian workers, as reported in paragraphs 73 to 94 of the report, confirm the harshness of the situation under which Palestinian workers work as very unsatisfactory and, in our opinion, dehumanizing. The outdated Jordanian labour law of 1965, which is supplemented by Israeli military orders, applied to Palestinian workers in the West Bank, and the equally outdated Egyptian legislation of 1957 applied to the Palestinian workers in the Gaza Strip should all be abolished. If the Israeli occupation authorities cannot apply the current Jordanian and Egyptian labour laws to the Palestinian workers of the West Bank and Gaza Strip effectively, then they should apply the Israeli labour legislation that governs the conditions of work of Israeli workers.

It is unacceptable that a Government that claims to be civilized should apply slave labour conditions on Palestinian workers in violation of the Fourth Geneva Convention of 1949, the United Nations Human Rights Charter and other international laws. The ILO should therefore exert further pressure on the Israeli Government for the urgent and drastic improvements in the conditions of work of the Palestinian workers.

On the situation in the Golan, as reported in paragraphs 110 to 122, there is no improvement in the conditions of the 130,000 Syrian Arabs living in that place. We condemn the arbitrary annexation of the land and water resources of the inhabitants of the Golan for the Jewish settlers. It is another example of the violation of the rights of the people of Golan and an arrogant misuse and abuse of power by the Israeli occupation authorities.

On the effects of the establishment of Israeli settlements on the lives of Arab workers in the occupied territories, dealt with in paragraphs 133 to 135 of the report, the only conclusion one can draw is that the settlements have worsened the conditions of the Palestinian people. With 52 per cent of the land in the West Bank and over 40 per cent of the land in Gaza Strip seized by the Israeli occupying forces since 1967, the lives of the ever-increasing Palestinian population cannot be anything but miserable.

The establishment of the new Jewish settlements in the Golan and other occupied Arab territories, contrary to the declarations of the new Labour Government of Israel, makes it difficult to believe that Israel has real intentions for the peaceful resolution of the Middle East conflict.

We call upon the Israeli Government to stop the building of new Jewish settlements and other inhuman actions against the Palestinians and the Syrian Arabs in all the occupied Arab territories as a goodwill gesture to facilitate reciprocal gestures on the part of Palestinians and Arabs in order to arrive at peaceful, just and lasting resolution of the Middle East conflict.

We commend the technical assistance given by the International Labour Office and other United Nations agencies to the Palestinians in the occupied Arab territories. Further assistance should be offered to the Palestinians, especially in the areas of education and training, cooperatives, vocational training and entrepreneurship development, trade union administration and management.

We agree with the conclusions of the report and call on the Israeli Government to implement all the recommendations contained in the report.

The African workers and the Organization of African Trade Union Unity once more reiterate our unflagging support to and solidarity with the Palestinian workers and peoples in their just struggle against oppression and annexation, and for an independent Palestinian State in a stable and peaceful Middle East.

Original Russian: Mr. BORCHEVSKY *(Government delegate, Russian Federation)* – We have carefully studied the Director-General's Report on the situation of workers in the occupied Arab territories. It is informative and honest. There can be no doubt that its authors made every effort to use the possibilities afforded by the International Labour Organization to improve the working conditions and living conditions of the Arab workers in the territories occupied by Israel. At a more general level, the Report is a persuasive appeal for reason, for goodwill, for a speedy political settlement of the Arab-Israeli conflict, and for the restoration of the rule of law and justice in the long-suffering land of Palestine.

In paragraph 9 of the Report, the point is stressed that political questions as such do not come within the ILO's terms of reference. Nevertheless, in carrying out its mandate, the ILO cannot ignore the consequences of the political situation in the occupied territories for the free exercise by workers of their rights. We share this view. There is no doubt that the solution of the whole set of social and labour problems in the region is part and parcel of the overall task of achieving a that is the political settlement through negotiations between all the interested parties.

The Russian Federation, as co-chairman of the Middle East peace talks, sees its main task as being the creation of optimum conditions for the negotiations. I am sure that everyone in this hall is aware that decades of confrontation have created vast reserves of distrust and hostility. But all the experience of history teaches all of us, which shows that as regards the establishment of peace, even the most difficult and lengthy negotiations are better than any successful and brief war.

Russia is taking vigorous steps to help bring about a general improvement in the humanitarian situation in the occupied territories. We support close cooperation and are accordingly engaged in dialogue with both the Arabs and with Israel.

We are convinced that peace can be achieved on the basis of respect by the parties involved for their respective legitimate concerns, that is to say peace based on equal rights and equal security of both Arabs and Israel.

The Russian Federation consequently favours a solution to the Palestine question based on the provisions of the United Nations Charter and in particular, the right of nations to self-determination, which is an inalienable right of the Palestinian peoples. We are emphatically opposed to the use of force and terror by both sides. We are against the violation of human rights in the occupied territories. We are in favour of a total cessation of the continuing practice of building Israeli settlements in those territories.

In conclusion I would like to say that we support the Conclusions and Recommendations contained in the Report. The International Labour Organization should continue within its terms of reference to make a positive contribution to the process of finding a peaceful settlement in the Middle East.

Original French: Mr. SAMBA KEBE *(Workers' delegate, Guinea)* – First of all, I should like to congratulate the President on his unanimous election, in so doing, to express the hope that we will achieve success in the quest for effective solutions to the problems under discussion. I should also like to congratulate the Director-General of the ILO for his clear and succinct Report, which allows all of us here to grasp the seriousness of the subject under discussion.

The world, at the end of this twentieth century, is undergoing far-reaching changes which are absorbing everyone's attention and everyone's energy. One of the most striking aspects we believe is undoubtedly the rapid advance of democracy in our countries. The world is looking for justice; better yet, it is fighting tirelessly and without fear for justice and equity so that peace and happiness may be shared by everyone, whoever they are. It is a matter of urgency that those occupying the Arab territories of Palestine should understand that only dialogue will bring peace. The workers in the occupied territories must be authorized freely to organize themselves and enjoy all freedoms and permanent employment.

The International Labour Organization is today the yardstick by which justice and the protection of the victims of injustice are measured. The unjustifiable occupation of the Palestinians homeland is becoming a matter of ever greater concern, and is now a genuine challenge. We must here welcome the objectivity of the report placed before us. The solutions proposed by the Director-General of ILO have the firm support of my delegation, and of the workers of my country.

We say that freedom and peace are indivisible. This assembly must speak out unambiguously for just solutions. We need to think in terms of concrete solutions because there is no point adopting resolutions if they are not going to be implemented. Let us hope that goodwill on all sides will make possible the earliest success of the negotiations now under way.

Are we going to allow ourselves to be caught out by a new kind of apartheid? That would be a pity because the first apartheid regime, through its insolence and cruelty, is costing the international community dear – particularly the International Labour Organization. Enormous funds and energies have been expended, the real extent of which can never be reckoned. The establishment of settlements in the occupied territories constitutes an impediment to development and a dangerous threat to peace.

The workers of the Republic of Guinea, through me, assure you of their solidarity and of their availability for the struggle on behalf of this just cause.

Original Spanish: Mr. LAZO PERALTA *(Workers' delegate, Peru)* – We take the floor at this special sitting with great concern for the workers of the occupied Arab territories, to reiterate clearly our solidarity with the workers and the people of Palestine, and with their indisputable and inalienable right to live in peace, freedom and justice in their own sovereign State.

This special sitting, together with the Director-General's 16th Report on this serious situation affecting hundreds of thousands of workers, and which we have read very carefully, demonstrate that there is a clear lack of political will to solve these problems.

The Director-General's Report denounces the lamentable conditions to which the Palestinian workers are subjected, and that Report requires no further comment from us.

We Peruvian workers, who know through our own flesh and blood the vexation and dehumanization which can be imposed upon workers by foreign minority interests, are well placed to understand and sympathize fully and legitimately with the plight of these workers, and to demand an immediate solution for such lamentable situations.

Once again, the Director-General in his recommendations calls for alternative solutions to be found urgently, consistent with the principles of the International Labour Organization. But we find no such corresponding attitude among those who could take action to solve these problems.

We who identify with our predecessors, who battled for political independence, we who continue the fight for social justice, for real democracy and full freedom for our peoples, we who have suffered and still suffer ourselves so often from the oversight or negligence of certain international organizations, we were not surprised at all by the speed with which certain States in the recent past rushed into what came to be called the Gulf war. Nor are we surprised at the passive complicity we see regarding this. The first resolution of the United Nations calling for the occupied territories to be freed was adopted in 1967.

We condemn the increase in acts of violence caused specially by the military occupation, which renders it impossible to exercise civil and political liberties freely and which prevent the workers and people of Palestine from enjoying basic human rights and freedoms. International agreements on such matters have been ratified by the States concerned. They should be implemented.

Hence we support the proposal to set up a special commission and we consider it particularly important to strengthen the ILO's cooperation programme. We propose the appointment of an ILO official to operate within the occupied territories themselves, and we encourage the ILO to use all institutional ways and means possible to achieve an effective dialogue and to facilitate a political solution with full popular and democratic support, for to the benefit of the workers and people of Palestine.

Original Farsi: Mr. GHETASSI *(Workers' delegate, Islamic Republic of Iran)* – In the Name of God, the Merciful, the Compassionate! We pray to God Almighty to guide us and crown our efforts with success. The peace and the blessings of God be upon you.

I should like to thank you for having given me this valuable opportunity to speak on the Palestinian problem.

First and foremost, I should like to express our gratitude to the Director-General of the ILO for having prepared a report on the situation of the workers in Palestine and the occupied territories, and to emphasize the necessity to safeguard social justice, in accordance with the Declaration of Philadelphia.

To speak of the Palestinian issue is endless and could go on forever. No matter how much we say, it will be but a drop in a huge bucket. The Palestinian issue is one of the most important in the latter half of this century and one of the most important problems facing the Islamic world. It is the most crucial problem in our contemporary world.

I am referring to the sufferings of a whole people – the sufferings and the oppression and injustice they are confronted with. It is a cancer in the heart of the Islamic countries. It is the usurpation of a homeland, an incessant oppression and deprivation of two generations of Palestinian people. Today, as the popular *intifada* gains support in the occupied territories, warning notes are ringing in the ears of the Zionist oppressors and occupiers who have acted inhumanly and have waded in the blood of children, women and old people.

You know that the means used by the Zionist enemy are more cruel now than ever and call for greater prudence than ever. The whole of mankind throughout the world should look upon this problem with great gravity and seriousness and should exert every effort…

Original Arabic: The PRESIDENT – Please confine your remarks to the report of the Director-General.

Original Farsi: Mr. GHETASSI – The increased dependence of some countries of the region to the sweeping imperialist hegemony has given the opportunity to the Zionist occupying entity to wage daily vicious attacks, and it is supported in this by the outstanding and powerful Satan, which is considered one of the most serious enemies of all peoples.

More weapons of mass destruction accompany developments in the new international order which exports such weapons to the Middle East, which supports the daily air raids on southern Lebanon, and which bombards unarmed Palestinian and Lebanese civilians. They seek to perpetrate violations of human rights and trade union rights, and to imprison and detain hundreds of Palestinian workers. All these are inhuman practices and actions committed by the Zionist entity, and there are other attempts to massacre, to kidnap and to commit crimes which cannot even be imagined by anybody but the criminal Zionists…

Original Arabic: The PRESIDENT – I should like you to stick to the subject under consideration, within the framework of the Director-General's Report, and to keep away from political issues.

Original Farsi: Mr. GHETASSI – As everybody knows, imperialist and colonial countries and world imperialism have always used the Zionist entity as a means of exerting pressure on countries of the region and have used it as the poison, the dagger, against the Islamic world.

Therefore it is no surprise for the Zionists to perpetrate their continued violations of international laws and human rights and to incessantly seek to perpetrate aggression against unarmed peoples, using atomic weapons and other practices which, if taken up by any other country which is not affiliated to the colonialist powers, would be tantamount to a great tragedy.

Therefore, it is no surprise that the Zionist occupants resort to all these practices, enjoying the support of the great Satan. Thus, it becomes evident that the usurping Zionist entity today constitutes the gravest danger and menace to our world. We have to continue to support the popular uprising inside the occupied territories.

And on this basis, in my name and on behalf of the organization I represent in the Islamic Republic of Iran, I should like vehemently to condemn the current peace talks in the region which are futile and which are doomed to failure as they have been in previous sessions. The late Imam Khomeini has said that such talks are doomed to failure.

I hope that all your efforts will be crowned with success and that all corruption and all manifestations of corruption will be uprooted from all Islamic countries. I hope that we will all have the opportunity to go to Jerusalem to pray for unity.

In conclusion we should like to emphasize the importance of setting up a standing committee to consider the situation of Palestinian workers and to establish a declaration following the conclusion of this special sitting.

God Almighty has said that he helps those who help themselves. I thank you all for lending me listening ears and may the peace and blessings of God be upon you.

Ms. PEDERSEN *(Workers' delegate, Norway)* – Before I turn to the Report of the Director-General, I would like to mention that my organization, the Norwegian Confederation of Trade Unions (LO), recently celebrated their 28th Congress. The Congress addressed a statement on the situation in the Middle East. We, of course, are pleased that the peace process seems to have started again. We stress that to ensure that the peace process succeeds, the deported Palestinians must be allowed to return to their homes and the influence of extremist fundamentalist groups must be reduced; furthermore increased support of the PLO as the only legal representative of the Palestinians, as well as of the peace process in

Israel – including the progressive labour movement within Histadrut – is necessary.

Our statement further underlines the following. The United Nations must take on responsibility for a solution of the conflict. A lasting solution presupposes that the United Nations participates actively in the negotiations, provides guarantees and initiates cooperation for economic development. The right of the Palestinian people to their own State and self-determination must be realized. Israel must withdraw from the occupied territories and be guaranteed a country within safe borders. The security of the border must be ensured, if needed, by United Nations presence.

This year's Report of the Director-General on the situation of workers in the occupied Arab territories points to factors that have had a crucial impact on the economic situation in Gaza and the West Bank. First of all the Gulf war, which led to a 45-day curfew and a considerable income loss; and since then the closing of the borders in June and December last year as a consequence of the killing of Israelis, and the still ongoing curfew that was initiated this spring.

The report hopes that the closure of the territories will soon be lifted, and that in the future other ways will be found to deal with criminal acts perpetrated by Arabs against Israelis. To this I would like to add that a collective punishment of a whole community for acts committed by extremist groups or individuals only leads to a further strengthening of the tension in the region and thus to an increased influence of the extremist forces in question. Therefore, the attempts to reduce the influence of extremists by way of reacting against the population in general must end.

The economic impact of these closures on the societies concerned is documented in the report. We are deeply concerned for the thousands of Palestinian workers from the occupied territories who earn their living by working in Israel. Since the closing of the borders this spring more than 100,000 Palestinians have lost their jobs without receiving material compensation. This is in spite of the fact that these workers pay taxes to Israel and are thus legally entitled to unemployment benefits.

This fact is pointed out in the Director-General's report. Although there is a reference in the report to the Israeli Government's argument that the Palestinian workers in Israel benefit from a tax credit points system which outweighs the value of the social security benefits they do not receive, the report stresses that the Palestinian workers do not receive all the benefits that they are entitled to from the social insurance contributions which are deducted from their wages automatically.

The living and working conditions of these workers, when allowed to work, are extensively treated in the report. I will not repeat the descriptions in the chapter on working conditions; but I do point to the fact that the severe difficulties and often unjust treatment many Palestinians workers encounter every day are not conducive to a reduction of the tensions in the region. We therefore propose increased pressure on the Israeli Government, first in order to attain a reopening of the borders and a reinstatement of the dismissed Palestinian workers, and secondly, to ensure that Israel complies with its obligations towards the workers who became unemployed as a result of Israeli policy. However, we certainly also believe in pressure on the Palestinian bodies – and on those who are close to or take part in the negotiations. Both parties must now give. It is in their common interest to seek and to find accommodations and a lasting, peaceful and mutually satisfactory solution. There is no time to lose.

The LO has, as others, followed developments in the Middle East for many years. Our involvement manifests itself in the long-standing and good relations between the LO and the trade union organizations in the region. The relations between the LO and Histadrut are close and we also enjoy good contacts and close cooperation with the Palestinian Trade Union Federation, (PTUF) the General Federation of Trade Unions (GFTU) in the West Bank and the Confederation of Palestinian Trade Unions in Gaza.

I would like to conclude by stating our support for the recommendations proposed by the Director-General in his report. We urge the parties to act. We believe in dialogue because this would represent a long step forward and create a basis for cooperation. It would help improve living and working conditions and, by way of mutual recognition, contribute to diminishing tension, and thus to better prospects for peace in the region.

Original Spanish: Mr. DEL RIO DOÑE *(Workers' delegate, Dominican Republic)* – We have come to this rostrum during this special sitting on the situation of workers in the occupied Arab territories to repeat our expression of solidarity with the workers and people of Palestine and with their indisputable and inalienable right to live in justice, freedom and peace in their own independent sovereign State.

We would like to congratulate the Director-General for the holding of this special sitting and for the presentation of this 16th report on the very serious situation with affects hundred of thousands of workers. We would like to state that there is a lamentable lack of political will to resolve the deplorable situation of the Palestinian workers. The Report brings new considerations before us and denounces the disgraceful conditions of the Palestinian workers. The workers and people of the Dominican Republic, who are fully familiar with the injustice, oppression and domination which can be imposed on workers by foreign minority interests, express their full solidarity with the Palestinian people and demand an immediate solution to this deplorable situation.

Those of us who denounce in international forums the establishment of new Israeli settlements in the occupied territories and listen to grandiloquent promises of halting such policies observe the extension of the military presence and control with all the negative consequences which this has for the search for an urgent improvement in the conditions of life and work of the Palestinian workers. We appeal for urgent alternative solutions to be found which are consistent with the basic postulates of the International Labour Organization. We peoples and workers who fight for social justice, for real democracy, for real freedoms for our own peoples, we know only too well what effects negligence and forgetfulness by certain international bodies can have. We therefore condemn the increase in the acts of violence brought about mainly by the military occupation of the territories, which makes it impossible for the Palestinian people to enjoy the free exercise of their basic civil and political freedoms and the full respect of the human rights and freedoms of the workers and people of Palestine, as set forth and ratified by the States concerned.

We support the proposal to set up a special committee and recommend that the ILO should strengthen its cooperation in this area. We propose that a special official should be appointed by this Organization and be assigned to the occupied territories. We call for the use of all institutional means possible to achieve an effective dialogue which will facilitate the adoption of a peaceful, popular and democratic solution to the benefit of the workers and the entire people of Palestine.

Mr. TSUJINO *(Employers' adviser and substitute delegate, Japan)* – Thank you very much for giving me the opportunity to share my thoughts on the subject under discussion with my friends who have gathered here from all over the world.

We all aspire to world peace for the sake of all mankind. Though we grow up in different countries, in different regions, and in different circumstances, we are all human beings.

Peace is the most important element and a basis for human life.

Appendix II of the Director-General's Report explains in detail the situation of workers of the occupied Arab territories, based on the findings of the mission sent to Israel and the occupied Arab territories.

I do hope that all human rights are respected and protected along the lines which the ILO has been trying to promote and develop. No distinction, no discrimination should be allowed on the ground of race or religion in our world today.

As you know, in 1991 the negotiations for peace between Israel and the four Arab countries directly concerned started in Madrid. They marked a first in history. Multilateral negotiations began in Moscow in January 1992. I sincerely hope that these negotiations will make progress, and that peace will come to the Middle East as soon as possible.

We have a saying in Japanese, *Mizu ni nagasu*. It means "Let bygones be bygones". This saying teaches us that past grudges should not lead to everlasting fighting and unhappiness.

We have mutually to learn to live in peace. Human beings are not almighty, but at least they are gifted with wisdom. Let us seek a better and peaceful world without being fettered by legacies of the past. We should strive to build a new peace for now and for the future.

Mr. CANKOREL *(Government adviser and substitute delegate, Turkey)* – At the present special sitting of the Conference, we have before us the 16th annual report of the Director-General on the situation of workers in the occupied Arab territories. We are pleased to read in the report that the mission was carried out with the full cooperation and participation of all parties concerned, both Israeli and Palestinian. On this occasion, we would like to express our confidence in the constructive role of the International Labour Organization for finding comprehensive solutions to the labour and economic conditions in the occupied Arab territories, thus facilitating the solution of the overall political problems in the region.

We understand from the report presented to the 80th Session of the Conference that there are certain urgent decisions to be taken by the Israeli Government in order to improve the working conditions in the occupied Arab territories, where the economic situation is known to have deteriorated owing to the tight security measures imposed by Israeli authorities in order to control the political tension.

As mentioned in the report, some of the drastic security measures such as the closure of the occupied Arab territories, have the potentiality of aggravating the already difficult economic situation of Palestinians, and possibly pushing them to more radical reactions which may endanger any tangible peace process between parties.

My Government has already reiterated its call on Israel to recognize the *de jure* application of the Fourth Geneva Convention to the occupied Arab territories, and has expressed its concern that the continuation of the Palestinian plight and the cycle of violence can only lead to more problems, delaying any peaceful and lasting solution to the Arab-Israeli conflict, which is a main cause of the political instability in the Middle East.

On this occasion we would like to express once again our sincere conviction that the continuing state of occupation is a major obstacle to the full enjoyment of human rights of the population living in these territories, and that the actual situation has very negative consequences on the conditions of workers, dramatizing even more the existing plight.

We would recommend the Israeli authorities to refrain from punishing the Palestinian population as a whole for crimes which may have perpetrated by individuals.

It would be most welcome to witness improvements towards the equal treatment of the Palestinians working in Israeli companies. We believe that such fair treatment could become an important impetus for the creation of mutual trust and good will between Palestinians and the Israeli authorities.

In this regard, a more transparent social security system would undoubtedly help to strengthen a productive dialogue between Palestinian workers and Israeli authorities.

I would like once again to underline a well-known reality, namely, that the policy of settlements in the occupied Arab territories, which has been declared illegal several times by the international community, has very destructive effects on any peace effort in the Arab-Israeli conflict. We found it very pertinent that the Director-General's Report has emphasized the importance of the settlement issue in a broader context.

In the light of the conclusions and recommendations contained in paragraphs 147 to 161 of the report, we would like to underline that, regardless of the positive impact of the measures to be taken in order to improve the economic and working conditions in the occupied territories, a lasting solution to the plight of the Palestinian people still depends on a political solution of the Arab-Israeli conflict. Our sincere hope is that the parties will seize every opportunity to continue with perseverance the dialogue towards a peaceful solution of the conflict. We would like to urge the concerned parties to refrain from any provocation which may impede the peace process.

Turkey therefore avails itself of this opportunity to express its readiness to contribute to all peace efforts and we welcome any contribution to reach the aim of peace and cooperation in our region.

Original Arabic: Mr. RASSOUL *(representative of the Arab Labour Organization)* – In the Name of God, the Merciful, the Compassionate, I shall begin the statement of the Arab Labour Organization which I have the honour to represent at this important international meeting by quoting from paragraph 148 of the Director-General's Report, which contains a sound analysis of the matter under discussion. The Director-General says: "A state of military occupation renders impossible [I repeat renders impossible] the free exercise of those civil and political liberties that are essential if certain [I repeat certain and not all] fundamental standards and principles that have been developed by the International Labour Organization are to be full respected".

On the Israeli settlement policy, the members of the mission reaffirmed, as in previous years, that "as far back as 1979, the Director-General's representatives stated that they found it difficult to imagine that the settlements policy of the Israeli authorities could be pursued without conflicting with the objective of development by and for the local population and, therefore, without it jeopardizing their chances of employment" (paragraph 134).

The Report before us presents a dark picture of the living, working and social conditions of workers in Palestine and the other occupied Arab territories. This bears out what was said by the United Nations Committee in its report to the General Assembly at its 47th Session to the effect that the human rights situation in the territories is extremely serious and beyond our powers of imagination, that material and health conditions are deplorable and that the population has reached a stage of bare subsistence – I repeat, has reached a stage of bare subsistence.

I should also like to refer to paragraph 153 of the Report in which the Director-General refers to "the degrading treatment and abuse which the workers have often to endure there". He also refers to "... cases of workers being subjected to exploitation, blackmail, discrimination and other abuses in their employment in Israel" (paragraph 84).

Since the first special sitting in 1990, this tragic situation has been steadily worsening, especially in human, labour-related and social terms, despite the moderate tone of the recommendations of the ILO's mission designed to alleviate the suffering of the workers and people of Palestine and despite the promises of peace that aroused a certain amount of hope among those who aspire to peace and social justice for all peoples of the world. The working and living conditions of the workers and people of Palestine and the other occupied Arab territories are becoming steadily harsher and more difficult to bear. The settlements have spread and natural resources in the form of land and water continue to be confiscated.

We in the Arab Labour Organization are fully aware of the fact that the International Labour Organization, which enjoys considerable international respect, has an unparallelled reputation among specialized international agencies and possesses the necessary material and moral resources, has not assumed its full responsibility vis-à-vis the workers and people of Palestine. Its achievements, however important, are still few and far between, and its performance has not matched its principles and its basic values and aims, to which the Palestinian people aspire, just as they also aspire to democracy and freedom like all the other peoples of the world. We hope that the deliberations of this Conference and of the Governing Body will remain non-political. We call upon you to take full account of the consequences of the military occupation and Israeli colonization on the social, economic humanitarian and working conditions of all workers and the population living in Palestine and in the other occupied Arab territories. All these issues fall within the competence of the International Labour Organization. We call upon the Conference to examine to what extent the Resolution concerning the policy of discrimination, racism and the violation of trade union freedoms and rights practised by the Israeli authorities in Palestine and in the other occupied Arab territories and the Resolution concerning the implication of Israeli settlement in Palestine and other occupied Arab territories in connection with the situation of Arab workers, adopted in 1974 and 1980 respectively have been implemented.

The Arab Labour Organization shares the opinion of those who have drawn attention to: (1) the need to appoint a permanent representative of the ILO in occupied Palestine so that he can follow closely the conditions in which workers and employers are living and so that he can monitor the implementation of technical cooperation programmes; (2) the need to establish a unit within the ILO to monitor the situation of the Palestinian people and workers. We commend the Director-General's nomination of Mr. Maier to supervise this activity. We hope that this branch will be expanded and be in a position to study the situation and promote monitoring activities; (3) the Governing Body and its Commission on Discrimination should set up a committee within the framework of this Conference, which would be responsible for examining the annual Report of the Director-General and proposing ways and means of implementing the recommendations that it contains. Fourthly and lastly, all talk of support for the steadfast workers and people of Palestine is to no avail unless it is accompanied by well-defined and properly funded programmes of technical assistance. We know what their needs are and that they are many and various. And the sources of funds will certainly be numerous in view of the lofty aims of the programmes. We hope that the only obstacle, namely the determination of the Israeli occupation authorities to prevent execution of these humanitarian programmes, will disappear and that those authorities will bend to the will of the international community, in particular by complying with the resolutions of this Conference.

I should like to say by way of conclusion that while we are meeting here the Palestinian people are being subjected to a barbarous and unjust economic blockade which contravenes all regulations and is incompatible with international humanitarian values. The blockade has been in force for months, although the Conference on Human Rights is to be opened next week in Vienna. The delegations concerned are preparing to continue their negotiations there. It would therefore be appropriate for this Conference, which represents the world's social conscience, to appeal to the Israeli occupation authorities to end the iniquitous blockade so that the Palestinian workers and people can live their daily lives in peace and security.

Mr. FARAG *(representative of the Organization of African Unity)* – At the outset, allow me to express our congratulations to the Director-General and his representatives who prepared the excellent Report under discussion. In preparing this report, the representatives of the Director-General were guided by the principles and objectives laid down in the Constitution of the ILO, including the Declaration of Philadelphia, and also by the principles of freedom of association and non-discrimination in employment and occupation. They have carried out their mission during an extremely difficult and tense period, when curfews were imposed, people were being killed on both sides and violence was increasing.

Once more the Organization of African Unity (OAU) would like to reiterate its full support to the Palestinian people and their legitimate leadership, the PLO, in their lawful struggle for independence and the establishment of their own free State; as well as to the liberation movements in South Africa, in their struggles towards a democratic and non-discriminatory society. The OAU also lends its support to all repressed people throughout the world in their struggle for independence and the right to freedom and liberty.

The Assembly of Heads of State and Government of the OAU and the OAU Council of Ministers of Foreign Affairs, as well as the African Ministers of Labour, regularly adopt relevant resolutions on the question of South Africa and Palestine and the occupied Arab territories, particularly on the situation of their workers and peoples.

Examining the report in question, it is evident that the continuing state of occupation of more than a quarter of a century has led to the continuous deterioration of the working conditions of Palestinian workers and the trade union situation and has had an adverse effect on employment levels. This state of occupation has weakened the economy, shaken the labour market and hampered economic development through the demolition of Palestinian homes by anti-tank missiles, the imposition of curfews, low wages, uncertainty of contracts, absence of social protection and social security, the killing of workers and others, closure of educational institutions and so forth – as mentioned in the report.

Having mentioned all these factors, which have been the natural result of occupation, I am confident that no one in this august assembly expects any improvement or tangible development in the working conditions of Palestinian workers. No doubt that under such wretched conditions, a homeless, jobless, poor and hungry man who lived under occupation would feel bound to resort to violence and killing.

Let us think aloud. What do we expect from such a person who lives under occupation and witnesses every day the killing of his family members and imprisonment of his sisters and brothers? I wager that he or she would not continue to be an angel. This is human nature.

Another factor which has a direct effect on the lives of Arab workers is the establishment of Israeli settlements in the occupied Arab territories, which is the main reason for the current tension and violent acts described in the report. Unfortunately, the policy of establishing settlements continues, in spite of the Security Council resolution unanimously adopted in 1979 which considered that this policy had no legal validity and constituted a serious obstruction to achieving comprehensive, just and lasting peace in the Middle East.

For its part, the International Labour Conference in 1980 expressed its concern and even called for the dismantling of existing settlements.

I believe our duty in this forum is to call upon the Israeli authorities to immediately put an end to this policy since it is a source of tension and violence; and we are looking for peace and security.

Turning to the point on technical cooperation, I would like to pay tribute to the ILO for the efforts it has made in strengthening the economic and technical capabilities of the Arab workers and citizens in Palestine and the occupied territories, in spite of the insignificant amount of money allocated to projects for the 1992-93 biennium. The implementation of ILO programmes, in collaboration with UNDP and UNRWA, also deserve appreciation, particularly in the fields of trade unions' and employers' training, workers' education, vocational rehabilitation and the placement of the handicapped. Yet, these activities should be increased and intensified to meet the real needs of the population.

We also believe, in the same way as the ILO, that democracy in society can only be strengthened by the existence of strong and independent social institutions – in particular, workers' and employers' organizations – which participate actively in the formulation of economic and social policy. And if Israel itself accepts this principle, why should it deny it for others?

Another point mentioned in the report to which I would like to draw the attention of the assembly is that there are thousands of Palestinian workers continuing to work in Israel without work permits – a situation that leaves them without any social benefits and exposes them to the worst form of exploitation. Even those who work with work permits do not receive all the benefits that should accrue from the social insurance contributions that are automatically deducted from their wages.

With regard to the occupied Golan Heights, the report concludes that there has been no improvement in the situation of the population there, who continue to be subjected to restrictions on access to water, confiscation of land, the expansion of settlements and the restrictions on the export of local products. In addition, they continue to be subjected to the Israeli imposition of educational and cultural norms. We strongly believe that this is unacceptable and that the Israeli authorities should immediately review its policy and allow the population freely to develop its economic activity and pursue its cultural and educational activities without interference, as has been mentioned in the report.

In conclusion, and in the name of the OAU and its 52 member States, I would like to call upon the Israeli authorities to stop immediately the demolition of homes, the arrest and killing of Palestinians, the establishment of settlements and the policy of deportation; I would also like to urge them to put an end to the military occupation, confiscation and annexation of land. This would result in the end of violent acts and killing of Israeli soldiers and settlers by Palestinians. It would undoubtedly pave the way for the peace talks; talks which, we hope, will reach satisfactory conclusions to all parties concerned and ensure that peace and security prevail in this explosive part of the world. We would also like to support the idea of setting up a Conference committee for the consideration and discussion of this report.

Mr. ZAKARIA *(representative of the World Federation of Trade Unions)* – Let me first of all join all those who have congratulated the President on his election to the Chair of this session. The fact that our work has proceeded very smoothly justifies the confidence of all those who voted for him.

This is the fourth time we meet here to examine the plight of the Palestinian workers in the occupied territories and in Palestine and each year the picture becomes darker.

The killing goes on, deportation goes on, repression goes on and there is no move nearer to the application of any of the resolutions of the United Nations. But there are still some speakers here at the Conference who express the hope that this will be the last special sitting. Yes, we all hope it will be the last special sitting but everything depends on the two Governments of those who spoke here and protested against the continuation of this special session. This special session could stop tomorrow if tomorrow Israel withdrew from the Palestinian territories, withdrew from the Golan Heights, gave South Lebanon to its people and stopped its aggression against neighbouring countries. But as long as all these acts of aggression continue our action and our demand for action by the ILO will continue. We were also told that the ILO should not single out one State and make it a subject of discussion in a special session. But the ILO did this in the past. Some years back the ILO singled out the racist regime in Pretoria and continued its action until it compelled the administration of that regime to cease its membership with the ILO.

The ILO is asked not only to stop such sessions, not only to discontinue to deal with this important issue but to refrain from any action to support the legitimate rights of the Palestinian workers and people to live in peace and in justice.

My organization, the World Federation of Trade Unions, fully supports the five proposals made this morning by the representative of Palestine, and in particular the creation of a Conference committee to examine the question of the conditions of the workers in Palestine and the occupied territories. I take this opportunity to express once more our complete solidarity with the struggle of the Palestinian people and workers and our readiness to support that struggle by all the means at our disposal.

Original Spanish: Mr. CUSTER *(representative of the World Confederation of Labour)* – On behalf of the World Confederation of Labour, we would like to pay tribute to the importance of the Director-General's Report on the situation of workers of the occupied Arab territories.

The Government representative of Israel is quite right in saying that we all wish no longer to have to hold this type of session. But this depends solely upon his Government: it is only necessary to apply Resolutions 242 and 338 of the Security Council of the United Nations which recognize the legitimate rights to self-determination of the Palestinian people, and require Israel to abandon to the occupied territories; then this session would not be needed. We ask the Government of Israel to take the responsibility of ending occupation of the Arab territories. There is no other solution.

We would like to express our wish that there should be a genuine political will to see that discussions for peace do progress. The United Nations should also be careful to apply fair measures and to ensure that the Resolutions concerning Palestine are applied with the same criteria as those applied to other countries.

It is certain that this problem is political in nature, but there are also serious social consequences. The Director-General's Report describes, among other aspects, a series of serious violations of union rights in the occupied Arab territories.

We would like to congratulate and express our solidarity with the Palestinian Trade Unions Federation and in particular would like to support their request for a permanent ILO committee for Palestine to be set up and for the International Labour Office to strengthen its cooperation by the presence of a multidisciplinary team or at least one official from the Organization to help technical cooperation to move forward.

The World Confederation of Labour will continue to emphasize in every way that the only solution to the problem of the Middle East is for the occupied territories to be given up and for the right to self-determination of the Palestinian people to be recognized and we trust that a genuine and constructive dialogue will take place which will respect all the peoples of the region. ILO must continue its efforts to collaborate towards this objective.

Original Russian: Mr. KANAEV *(representative of the General Confederation of Trade Unions)* – First of all I should like to associate myself with preceding speakers in congratulating the President, on his election to this honourable and responsible post.

The holding of a special sitting of the Conference on the situation of workers of the occupied Arab territories is now becoming a tradition in our Organization. It once again reaffirms the Organization's commitment to its fundamental principle "that universal and lasting peace can be established only if it is based upon social justice".

We would like to express satisfaction at the very high quality and conscientious work done by the members of the ILO special mission who have once again gone to study the situation of the Arab workers and have presented us with an objective and convincing report on this topical and, I would say, vitally important question.

We must never forget one of the provisions of the ILO Constitution, namely, that the denial of rights and poverty, wherever they appear, are damaging to world progress and welfare.

Unfortunately, the situation in the occupied Arab territories continues to be tense. Recent attempts to regulate the issue through negotiations and dialogue have not yet produced the desired results. The blood of innocent people continues to be shed. There is continuing discrimination against the Arab population. There is harassment and persecution.

The most flagrant fact in this regard was the deportation of Palestinians into no-man's land where they continue to live in truly inhuman conditions.

All of this must necessarily arouse deep concern among all workers and trade union members. The trade unions of our countries who have known the bitterness of inter-ethnic conflicts that have brought bloodshed and misery to millions of people feel particularly keenly for the sufferings of their Arab brothers and express their full solidarity and support in their struggle for national self-determination, the exercise of human rights and decent living conditions.

Contempt for the demands of world public opinion and the flouting of the standards of international law are leading to an infringement of resolutions of the United Nations and the ILO and cannot but arouse feelings of protest and serious concern.

In this connection, it must be recognized that the opening in Washington recently of the ninth round of the Middle East peace talks has failed to clarify the situation and has not produced the desired result. Workers and trade unions, as well as world opinion in general, are entitled to hope that the new Government in Israel will be able to take a more realistic view of the possibility of a Middle East peace settlement. In any event, we venture to hope so, on the basis of the most recent assurances that Israel is prepared to take as a basis for negotiations, Security Council Resolutions 242 and 338 which, as is known, call for the withdrawal from the occupied territories.

The just cause of the Arab peoples, first of all of the working people – the people of Palestine – enjoys the deep sympathy and support of all the member organizations of the General Confederation of Trade Unions. We entirely support the objective of an early and peaceful settlement of the Middle East crisis and of the establishment of a just and lasting peace in the region. We trust that Histadrut, too, will make its contribution to this noble objective which is clearly to find a peaceful and just settlement to the question.

We intend to continue to display solidarity with the just and courageous struggle of the Arab workers, with their determination to insist on a decent future for themselves and to secure the return of the homeland which was taken away from them. This struggle has won the deep sympathy and respect of the trade unions and workers that belong to the GCTU.

We, the representatives of the General Confederation of Trade Unions consider that the ILO must continue to intensify its activity aimed at supporting the legitimate rights and interests of the workers and the people of Palestine, securing an end to the policy of discrimination against workers pursued by Israel and the violation of their trade union rights and freedoms. The conclusions and proposals in the report of the special ILO mission can serve as a good basis for those efforts.

Original Arabic: Mr. DJEMAM *(representative of the International Confederation of Arab Trade Unions)* – In the name of Allah, the Merciful, the Compassionate! One year follows another and the conditions in the occupied Arab territories in Palestine, the Golan and southern Lebanon continue to deteriorate. The number of expelled, killed and arrested is on the rise. Injustice and oppression increase. Workers are suffering unemployment and trade unionists are being oppressed. Trade union headquarters are being ransacked. All this because the Israeli occupation authorities refuse to recognize the legitimate rights of the Arab people and the Palestinian people to their homeland. They continue to reject and violate international resolutions and decisions by occupying the Syrian Golan Heights and southern Lebanon.

Such a situation would not have continued had not Israel received support from Western countries, had it not been for the existence of dual international standards and the refusal to recognize human rights and the legitimate rights of people to self-determination.

The Director-General's Report has revealed to what extent the living, social, economic and human conditions of the workers and people of Palestine have deteriorated. The report states that military occupation makes it impossible to freely exercise those freedoms upheld and recognized by the ILO. The original inhabitants do not take part in decision-making – especially those decisions affecting their social and economic development. Such decisions are being taken by the military administrators of Israel whose motivations contradict the interests of the Palestinian people. The report reaffirms that the harsh conditions of the Arab workers and the treatment of such workers by the military authorities place such workers in an undignified situation and a discriminatory one. The report also refers to the blackmail and unfair treatment of the workers in Gaza, as the Arab workers in Gaza only receive a small share of their social security. This amounts to 0.95 per cent of their entitlements. Is this not evidence of premeditated violation of international laws and the legitimization of looting and robbery?

Is not the Israeli policy of expulsion of Arab workers – the expulsion of more than 400 workers and citizens from various social strata who continue to be homeless – a violation of international laws? Israel refuses to implement United Nations Security Council resolution 799 (1992). Israeli practices are being continued in all their harshness. No day passes without some information in the news about the oppression and the beatings suffered by the Palestinians, the ransacking of their homes, the undignified treatment inflicted upon them, as well as the killings. How many times have Gaza and the territories been put under curfew? How many times have the occupation authorities killed women and children and old people simply for taking part in demonstrations and calling for their right, independence and peace? As far as the occupied Syrian Golan is concerned, the illegal settlement situation must end. The international community must call on Israel not to undermine the cultural heritage of the territories. They must cease their economic activities. They must cease to expropriate agricultural land and to establish settlements at the expense of the original inhabitants. We must condemn the repeated aggression against southern Lebanon.

We wish to thank the ILO mission for the efforts it has undertaken and for its objectivity and the manner in which it has gathered its information; nevertheless, we find that errors have been committed because of the use of certain expressions which are not admitted and acceptable internationally. We wish to reaffirm our support for the Palestinian people and the nation. We wish to express our support for the establishment of a Palestinian nation on its own territory with its own capital, Jerusalem, and with its legitimate representative, the PLO, within and outside the territories. We wish to reaffirm our conviction that the International Labour Organization can play an important role and that the International Labour Office must seek to alleviate the suffering of the Arab workers in Palestine by providing assistance and establishing comprehensive programmes for technical cooperation and appointing a resident representative in the territories to supervise the implementation of such reports. That representative could be the link between the ILO and Palestinian workers. We wish equally to reaffirm that the establishment of a special Conference committee to examine the report and comment on it would have an important impact on the present efforts to uphold the rights of the Palestinian people, as well as those of the inhabitants of the other Arab occupied territories.

We wish from this rostrum to greet the children of the noble Palestinian *intifada*. We hope that victory will come soon.

Original French: Mr. VITTORI *(representative of the World Movement of Christian Workers)* – I thank the World Movement of Christian Workers for giving Pax Christi International the opportunity to speak on the 16th report concerning the situation of the workers of the occupied Arab territories. It is heartening that the representatives of the Director-General feel that they were able to do their job with the full cooperation and participation of all the parties concerned, both Israeli and Palestinian.

This confidence vis-à-vis the ILO is certainly flattering to our Organization, but it may well prove vain if the recommendations that are adopted year after year – and this has been the case for 16 years now – receive so little follow up. This special session is drawing the attention of the world to a situation which unfortunately shows little signs of change.

In its last Report, the Office suggested, and I quote: "...that it may now be timely to consider additional ways through which a more direct dialogue could be established between the parties involved..." and indicated that the "...ILO would welcome any overtures, and in particular from the Israeli Government, which might result in the establishment of a mechanism... whose mandate would be to seek solutions to the social and labour problems evoked in this report".

These problems are numerous indeed, and often dramatic in their impact on workers and their families. In order to resolve them, shouldn't we be quite clear in our minds about the standards that are applicable? In terms of law, the Israeli administration appears to be playing as it sees fit on Egyptian legislation in Gaza, Jordanian legislation in the West Bank, Syrian legislation in the Golan, while sometimes making reference to the regulations of the British colonial administration or even to those of the Ottoman Empire. As if that were not enough, to this it adds the decrees of the Military Administration. Any decision thus finds a legal reference justifying measures which in fact are extremely arbitrary. As concerns ILO Conventions, the situation is so vague that this year again no mention is made concerning Israel in the Report of the Committee on the Application of Standards, as if nothing gave grounds for complaint. On this subject, we might recall the curious decision taken by the ILO Governing Body in 1986 and contained in document GB.233/16/30: "The occupation by Israel of Arab territories in 1967 cannot be considered as having extended to the occupied territories Israel's obligations under Conventions it has ratified, and secondly that actions taken by Israel in the occupied territories cannot be considered as having taken place 'within its jurisdiction' for the purposes of the procedure for the examination of representations under article 24 of the Constitution and the Standing Orders relating thereto." I don't know whether the Palestinian trade unions will be in a position to put forward representations or complaints to the ILO. I hope that the ILO, through its technical cooperation, can help them to do so. Furthermore, the Palestinians discriminated against because of their origin are unable to make claims under Convention No. 111 concerning discrimination in employment. For that purpose, they would have to be able to claim a national origin which they still do not enjoy under international law. As concerns trade union law, the Palestinians working in Israel have to make a mandatory contribution to the Histadrut Union which does not, however, make them members of the union. Neither can they be members of the Palestinian union which has no competence to act in Israel. The Israeli association "Workers' Hotline", which, with great dedication and effectiveness, defends the workers' interests, receives none of those contributions, the deduction of which is mandatory. Another inequality is that the social contributions deducted from the wages of Palestinians working in Israel do not entitle them to the same benefits as the workers residing in the country. The representatives of the Director-General could only conclude, and I quote, that "there is not a country in the world that excludes such a high number of workers living outside its territory from full social protection which is paid for by the workers and employers...".

Last year, Pax Christi International expressed the hope from this rostrum that the Governing Body would take the initiative of suggesting a tripartite meeting to examine the conditions of the application of ILO standards in the Israeli occupied territories. We must note that this suggestion is still quite relevant.

This is not an academic question. The Report which is before us abounds in examples of unequal treatment, intolerable harassment and inexplicable vexations visited upon Palestinian workers. Security, which is the legitimate concern of any State, is in Israel the expression of an obsessive pathology rooted in history, but the root is certainly not Palestinian. Anti-semitism in Europe did not begin with the Second World War. It has always been more constant and more cruel too than in the Middle East. It would be a serious mistake to make the Palestinians pay for this, provoking them through the harshness of the military occupation to revolt and to regrettable acts of despair. The sealing of the frontier causes a daily loss of US$2.5 million to the workers of Palestine, whose economy is in any case under Israeli tutelage. The peoples of the Holy Land are historically called upon to live together in mutual respect for their differences. Should not Jerusalem become for the entire world a symbol of peace rather than of division and hatred?

Allow me, to conclude by expressing a hope: A couple in Gaza lost their 18-month-old child playing outside their house a few weeks ago, shot dead. May this blood, so unjustly shed – the blood of an innocent victim – may it awaken the world's conscience.

Original Spanish: Mr. GOMEZ *(representative of Latin American Central of Workers)* – Like previous speakers, it is my pleasure to congratulate the President of the Conference on his election. I also congratulate the Director-General of the Organization for his re-election. I wish him success in all his efforts.

Once again we take the floor with great concern in this special sitting on the situation of Palestinian workers in the occupied territories. The holding of this special sitting and the Director-General's 16th report on the serious situation which affects hundreds of thousands of workers, demonstrate that there is a clear lack of political will in certain States to solve the problem.

Once again, the Director-General's Report denounces the lamentable conditions to which the Palestinian workers are subject.

Once again, the Director-General in his recommendations calls for objectivity and justice – two key elements to solve this problem. But we do not find any hint of these elements in the attitudes of those who could solve this problem. It is sufficient to compare the quick reaction of certain States in declaring the so-called Gulf war with the lethargy which always seems to surround the first resolution adopted by the United Nations in 1964 concerning the occupied territories.

We can only condemn the recent flare-up of acts of violence which are motivated, inter alia, by a military occupation which makes it impossible for the Palestinian people to enjoy the basic civil and political liberties and human rights which have been formally recognized by the States concerned.

The reprehensible exploitation of Arab workers in Israel, the degrading treatment suffered by Palestinian workers, the systematic repression of any action undertaken by the workers, which is immediately considered as subversive, and, finally, the creation and expansion of Israeli settlements in the occupied territories, all of which are described in the Director-General's Report, cry out for viable and just solutions for this lamentable situation.

Once again, the CLAT reaffirms its most active solidarity with the workers and the people of Palestine, and with the indisputable and inalienable right to live in peace, freedom and justice in their own sovereign State.

Hence we support the proposal to set up a special committee, to reinforce the ILO's cooperation, in particular by appointing a special official to operate within these occupied territories, and to promote by all possible means an effective dialogue to facilitate a political, popular, and democratic solution, for the benefit of the workers and people of Palestine.

Original Arabic: The PRESIDENT – I give the floor to Mr. Khalil, Minister of Social Affairs and Labour of the Syrian Arab Republic for a right of reply.

Original Arabic: Mr. KHALIL *(Minister of Social Affairs and Labour, Syrian Arab Republic)* – I have asked for the floor to exercise my right of reply to reply to Mr. Otero, Government delegate, United States, and another representative who questioned the reason why the Arab Labour Organization did not reply to the allegations of the violations and deprivation of the rights of workers.

I should like to say that the Arab group is aware of the ILO machinery and respects the rules and is bound by them, but the reason that it did not have recourse to that machinery is the following.

The monitoring of the situation and conditions of Palestinian workers in the Arab occupied territories is undertaken by other ILO departments in accordance with the Constitution of the ILO, and in accordance with the resolutions adopted in 1984. You are well aware of these provisions which are binding on all member States of the ILO.

Accordingly, we believe that recourse to this machinery would transcend the ILO Conference resolutions and would be contradictory to the procedures of work of the various ILO departments, particularly since the Director-General sends a yearly mission to observe the situation in the occupied Arab territories.

Here I should like to ask whether the facts which are referred to in the mission report have been properly dealt with.

Secondly, I believe that it is the Israeli authorities who have violated trade union rights and here I should like to refer to the various complaints against the Israeli authorities. The Israeli authorities did not heed the recommendations, and have violated them. This is an indication of the continuing violation, as is the Director-General's Report for this year, and I should like to refer you to paragraph 98 of that Report.

Thirdly, various claims have been submitted under article 24 of the Constitution, the last of which was in 1986, and the reply of the Director-General was clear, namely that the occupation by Israel of Arab territories in 1967 could not be considered as an acquired right of Israel.

The Legal Adviser believes that this would apply to other cases under article 26 of the Constitution. Here we should like to ask whether there are other means available for us to convey our claims and views to the ILO, and I here should like to draw the attention of the delegate of the United States.

Furthermore, those who attended the 1977 Session of the International Labour Conference will realize that in accordance with the international law, the ILO cannot seek to implement these principles by force.

Fourthly, on the basis of international labour standards and laws, the citizens of a single State should enjoy equal rights, except in certain unusual and extraordinary conditions, and we believe that such cases should be dealt with individually since they run counter to the usual conditions observed in member States of the Organization.

Original Arabic: The PRESIDENT – In concluding this special sitting I should like to express to you my sincere gratitude and appreciation for the atmosphere that prevailed in this sitting, characterized by mutual respect and understanding. This is what we had all been hoping for, and that is why I should like in all sincerity to express my appreciation and gratitude to all the speakers who have contributed to this special sitting and to all the groups and organizations they represent.

We come now to the end of the special sitting on the situation of workers in the occupied Arab territories. I do not intend at this late hour to sum up this rich exchange of views, but I am certain that the Director-General of the ILO will draw many conclusions from your statements which will help him, in consultation with the Governing Body, to lay down future plans concerning this important question. It is fitting to reiterate what was mentioned by many speakers, namely that it is essential for the ILO to continue to play an important role, to provide a forum for dialogue on this important issue, to consolidate this role through an integrated programme of technical cooperation for the occupied Arab territories, and to continue to seek the elimination of obstacles to a lasting and comprehensive peace.

Once more I should like to thank you, and on your behalf I should like to thank the Director-General, Mr. Hansenne and the ILO mission, led by Mr. William Simpson, for this excellent report.

In conclusion I can only reiterate what was mentioned by the Director-General in his Report, and which was further reiterated by several speakers, namely, that the only way for the future is to put an end to the military occupation, and to respect human rights. That is why we hope that the peace process will be crowned with success, so that all peoples of the region may live in peace. It is only then that we will no longer need a special sitting.

The time has indeed come for a direct dialogue involving all the parties concerned, through a forum for dialogue under the auspices of the ILO that would parallel the current peace talks and negotiations which are under way at the diplomatic and political level.

I should like to associate myself with the Director-General, Mr. Michel Hansenne, who for the second successive year has called for our Organization to serve as such a forum.

I declare this special sitting on the situation of workers in the occupied Arab territories closed.

The peace and the blessings of God be upon you.

(The Conference adjourned at 8.45 p.m.)

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No. 13 – Saturday, 12 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Fourteenth sitting

Friday, 11 June 1993, 10.00 a.m.

Presidents: Mr. Abdel-Hak and Mr. Bustos Huerta

RATIFICATION OF A CONVENTION BY MEXICO

Original Arabic: The PRESIDENT – Before we begin with the items on this morning's agenda, I give the floor to the Clerk of the Conference to inform us of the ratification of an international labour Convention.

The CLERK OF THE CONFERENCE – I have pleasure in announcing to the Conference that the Director-General of the ILO has registered the ratification, by Mexico, of the Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172). This brings the total number of ratifications of international labour Conventions to 5,742.

SIXTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original Arabic: The PRESIDENT – The first item on this morning's agenda is the sixth report of the Selection Committee (which appears in *Provisional Record* No. 5E). This report deals only with changes in the composition of committees and is submitted for adoption. If there are no objections, I shall consider it duly adopted.

(The report is adopted.)

FIRST REPORT OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

Original Arabic: The PRESIDENT – The second item on our agenda concerns the first report of the Credentials Committee (published in *Provisional Record* No. 10). I give the floor to Mr. Ausman, Government delegate of Canada, Chairman of the Credentials Committee, to submit the report to the Conference.

Mr. AUSMAN *(Government delegate, Canada; Chairman of the Credentials Committee)* – I have the honour today to present the first report of the Credentials Committee, which you will find in *Provisional Record* No. 10.

The report sets out the position with regard to the composition of the Conference, as well as the quorum, as it was on 7 June when it was adopted by the Committee.

In the meantime, Eritrea has been admitted to membership in the Organization and has accredited a tripartite delegation. São Tome and Principe has also accredited a delegation, bringing the number of member States present at the Conference to 153. This number does not include Zaire, for which communications appointing delegates and advisers to the Conference were received from different sources. This matter is still being considered by the Committee.

The report also sets out the position with regard to incomplete delegations and results as regards the right to vote.

Since the adoption of the report Afghanistan has accredited a complete tripartite delegation and Guinea and Romania have regained their right to vote.

The delegations of five countries – Ethiopia, Equatorial Guinea, Liberia, Somalia and the former Yugoslav Republic of Macedonia – are exclusively governmental.

Five countries – Albania, Haiti, Kazakhstan, Kyrgyzstan and the Lao People's Democratic Republic – have not accredited an Employers' delegate, while one country, Guatemala, has not accredited a Workers' delegate.

The Committee wishes to remind Governments of their obligation to comply with the requirements of article 3 of the Constitution that a complete tripartite delegation be sent to the Conference, and once again urges Governments, when nominating delegations, to have due regard for an appropriate proportion in the tripartite composition of the Conference, as envisaged in paragraphs 1 and 2 of article 3 of the Constitution.

The Committee reminds member States of their obligation under article 13, paragraph 2(a), of the Constitution to pay the travelling and subsistence expenses of their delegates and advisers, and trusts that this obligation will be respected for the whole duration of this session of the Conference.

I should like to draw your attention to the information contained in paragraph 8 of the report concerning the number of women among accredited delegates and advisers further to the resolution adopted by the Conference in 1981.

The Committee would like to underline that credentials should be sent to the Office within the time-limit laid down in article 26, paragraph 1, of the Standing Orders and that the appropriate form should be used, which is attached to the memorandum sent to governments before this session of the Conference. It is also particularly important that governments provide precise information on the employers' and workers' organizations consulted concerning the appointment of Employers' and Workers' delegates and advisers, as well as information on the organizations which have agreed to such appointments.

As this report was adopted unanimously by the Credentials Committee, the Conference is required only to take note of it.

(The report is noted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Arabic: The **PRESIDENT** – The third item on our agenda is the discussion of the Reports of the Governing Body and the Director-General.

Original Portuguese: Mr. **SILVA PENEDA** *(Minister of Employment and Social Security, Portugal)* – First of all I would like, on behalf of my Government and the Portuguese delegation, and on my own behalf, to congratulate Mr Abdel-Hak very warmly for his election to the presidency of this session of the International Labour Conference. I should also like to congratulate the Vice-Presidents.

Social protection originated in the world of labour because only wage-earners enjoyed certain rights within the framework of a limited degree of solidarity between them and their employers. Gradually, the scope of social insurance was extended to cover self-employed workers as well. In view of this classical concept of the labour link, rigorous restrictions limited the number of people who were protected as well as the number of contingencies and the benefits were determined by applying rigid actuarial calculations.

In the thirties and forties, however, ideological trends in some countries led to a growing intervention on the part of the State in social and economic fields which, together with international cooperation, fostered the progressive transformation of the earlier social insurance schemes into true systems of social security.

We should recall the contribution of the ILO which, beginning with the provisions contained in the Preamble to its Constitution of 1919, has adopted a number of international standards in order to provide guidelines for the establishment of comprehensive social security systems.

Thanks to these developments, most economically developed countries introduced social security schemes based on the principle of universality, with coverage gradually extended to almost the whole population.

Most of the developing countries have much more recent social security schemes, patterned on those of the former colonial Powers. This is especially true in Africa. In most of these countries it proved impossible to go beyond the strict limits of social insurance; therefore, the scope of such schemes tends to be restricted to civil servants and to wage-earners in the formal or modern economy.

Since the mid 1970s social security schemes began to face a variety of difficulties, owing to a general stagnation in economic growth. These new conditions had severe effects on the advanced countries, in particular, where social protection costs rose on average to 25 per cent of GDP in 1975. This was due to several factors: a deterioration of the contributor/beneficiary ratio, which fell from 7.5 in 1960 to 5.4 in 1990, the growth of medical care costs, which represent on average 8 per cent of GDP, and the enormous rise in unemployment.

The financial difficulties experienced by the economically more developed countries as regards their social security schemes are even more acute in the developing countries.

It is true that many of these countries are carrying out programmes of economic stabilization or structural adjustment; in some cases the long-term success of these programmes may depend on a short-run cut in the social security costs.

Given the present and future challenges to social security schemes, all countries, both industrialized and developing, will have to recognize the need to undertake major reforms in these schemes. This is a concern which is shared by politicians, social partners and researchers.

From the instrumental point of view, the above-mentioned reforms may be divided into four major groups: institutional, technical, financial and administrative.

The wise observations made by the Director-General of the ILO, Mr Michel Hansenne, in the excellent Report prepared for this session of the International Labour Conference, point repeatedly to the urgent need for such reforms within a framework which is consonant with the typology which I have just suggested.

Considering the flagrant asymmetries in the levels of development of social security schemes in different parts of the world, particularly between the industrialized countries and developing countries, it is urgent to establish a strategy which, in addition to bridging the existing gaps, will enable social security to become a decisive factor of political stability, justice, welfare, human resources development and social progress.

In line with the strategic objectives set forth in the Report of the Director-General, the Government of my country, which I have the honour to represent here, has in recent years deployed considerable efforts and taken initiatives which at the qualitative level have made it possible for social security schemes in Portugal to achieve the average level of schemes in the advanced countries. However, we are aware that, in close association with economic advances, we must continue and step up our efforts and give priority attention to the quantitive improvement of cash benefits, particularly pensions.

Finally, we must also bear in mind the importance of the timely observation by the Pope that development is the new name for peace. I have pleasure therefore in stating that the Portuguese Government, in response to clear ethical and political imperatives, has not shunned its responsibilities in the field of international cooperation in general, and cooperation with Portuguese-speaking African countries, in particular. In recent years, and in full respect of the ethical principals and values which should guide all forms of cooperation between peoples and sovereign nations, the Portuguese Government and the Governments of these countries have taken decisions which have led to an unprecedented extension of cooperation. This cooperation has been further increased and diversified in specific areas, particularly as regards social security.

In the final analysis, there is a clear mutual recognition that solidarity is more than a simple awareness of interdependence between peoples linked by profound fraternal, historic and cultural ties. The essential objective is to translate the discourse and culture of solidarity between peoples who are the masters of their own destiny into a permanent moral attitude in terms of fraternal and just relations.

Our will is to promote the development of all peoples.

Original Arabic: **Mr. AL-DERHEM** *(Minister of Labour, Social Affairs and Housing, Qatar)* – In the Name of God, the Merciful, the Compassionate! I have pleasure in presenting to you first of all the compliments of Sheikh Khalifa Ben Hamad Al-Thani, the Emir of the State of Qatar, and his best wishes for the success of this session of the Conference.

I should also like to congratulate the President on his election to the Chair of this session to guide its proceedings. Congratulations also to Mr. Michel Hansenne, Director-General of the ILO, on his re-election.

In his Report, the Director-General deals with the question of social insurance and social protection, which is of great interest to all of us – governments, employers and employees. We are aware of the forward-looking and humanitarian dimensions of all the questions raised in the Report with a view to ensuring a better life for all peoples. This approach reflects the commitment of the International Labour Organization to the principles and goals for which it was founded and affirms its renewed understanding of the content of those goals in the light of international economic and social developments.

The Report presents an overview of the creation, development and present state of social insurance and social protection in the developed and developing countries, shedding light on the difficulties and problems facing such schemes in these two groups of countries. We found this review particularly useful since we are currently in the process of developing a modern social insurance scheme and are naturally keen to avoid the difficulties that others have encountered. Although we have learned from our own experience in the area of social insurance and protection, we wish to take advantage of modern techniques and more advanced methods of administration and funding in the context of appropriate structures.

Our approach to social protection is based on the principles of our religion with respect to cooperation for well-being, solidarity to combat want and help for the needy, given concrete form in the enlightened policy of our leadership, which feels responsible for the protection of all citizens from the cradle to the grave.

With regard to employment and enterprises, the responsibility of employers in cases of sickness, accident, disability or death is determined by labour law. Generally speaking, social security legislation provides for monthly financial assistance for needy groups, including old people, widows, orphans and the handicapped. In addition, the State provides free housing for the needy and cheap housing for low-income groups. Beneficiaries are given plots of land free of charge to build low-cost housing and are offered interest-free loans repayable on a monthly basis over a period varying from 20 to 25 years. Only 60 per cent of the total is repayable and no further instalments are payable in the event of the death or incapacitation of the beneficiary. The State also provides free plots and easy interest-free loans for home-building to senior public-sector employees. All these measures form part of a policy designed to provide proper housing for all. Furthermore, the State provides preventive and therapeutic health care free of charge for all members of the population, including physiotherapy and prostheses for accident victims or the disabled. Education is also free at all levels, including technical and vocational education. In addition, the State seeks to develop the abilities of persons receiving assistance through training and access to appropriate employment. Vocational training and social adjustment centres have been set up for women to provide them with the skills they need to find appropriate employment, thus improving their material situation and the well-being of their families. The State has also taken steps to revive traditional industries and crafts for old people as a way of improving their material and social situation and their state of mind, and so that those who have something to contribute can do so to the best of their ability and in complete freedom.

The Director-General has spoken of the factors which have caused a sharp rise in social security costs and the concomitant increase in contributions imposed on institutions and governments. The situation requires that new mechanisms be found to provide social protection. We thank God that social security in our country is part and parcel of our fundamental creed and of our way of life. It has historical, cultural and social dimensions and is based on the various social entities and society in general. We believe that this sentiment, which is profoundly rooted in the social fabric, is the very basis of society; we must therefore endeavour to strengthen and develop whatever it produces, in terms of associations and activities.

The State tries to grant all the facilities and assistance needed by voluntary organizations and to promote diversification of their activities in areas such as education and training, as well as traditional activities in the social sphere.

The International Labour Organization, through technical assistance, could make a greater contribution to improving the working methods of these bodies, their structure and management to enable them to discharge their responsibilities as effectively as possible.

The Director-General has also spoken of the difficulties faced by developing countries and their inability to develop effective systems of social protection. The fundamental problem of many developing countries is the lack of material resources and the human resources which could allow them to make use of the material resources and develop a healthy and stable economic base for programmes in line with their requirements. Consequently, these countries require qualitative assistance in solving their fundamental problems by establishing economic rules which will help them to meet their own requirements, reduce their growing deficits and break the vicious cycle of poverty and underdevelopment.

We would like from this rostrum to mention the role of the International Labour Organization in the field of technical cooperation, a topic which is also on our agenda. We accept the sincere desire of the Director-General to enhance this assistance, both qualitatively and quantitatively, to developing countries. We are also aware of the difficulties faced by this Organization, given its limited resources and the vast scale of the problems. Nevertheless, the ILO could call on the international community to do more to solve these problems as part of a global plan based on assistance and solidarity. This is what the developing countries understand by the new world order: a world free from wars and conflicts, whose resources are devoted to peaceful projects which allow human beings to live in harmony, peace, security and fraternity.

We would like in particular to underline the need to improve the technical cooperation programmes in the Arab countries on a regional and bilateral basis, in line with their requirements and needs. We also hope that greater attention and support will be given to our Arab brothers in the occupied territories in view of the particular conditions in which they have to live.

Allow me to take this opportunity to reaffirm once again our sincere hope for a swift and successful outcome to the Middle East peace negotiation, so that the people of the region may live in security and devote all their efforts to development. We hope that greater efforts will be made to reach a settlement guaranteeing a just and lasting peace, liberty, dignity and sovereignty, so that they may manage their own affairs and obtain their noble objectives.

In conclusion, I would like to thank all those who supported the candidature of Qatar in the election. I would like to thank the Director-General for his excellent Report and wish him and this Conference every success.

Original French: Mr. MATINCHEV *(Deputy Prime Minister, Minister for Labour and Social Affairs, Bulgaria)* – I would first like to congratulate the President on his election. Like all the participants in the 80th Session of the International Labour Conference, including the newly admitted member States of the Organization, I should like to wish him every success.

I would also like to seize this opportunity to congratulate Mr. Michel Hansenne on his election to a second term as Director-General of the International Labour Office.

At the beginning of my statement I would like to express the importance which the Republic of Bulgaria attaches to the principles which inspire the ILO in the course of its work: the implementation of basic human rights, the aspiration to social justice, the expansion of tripartite cooperation as a means to ensure democratic participation of the social partners in the establishment and implementation of social policy.

On the eve of the 75th anniversary of the founding of the ILO and the 50th anniversary of the adoption of the Declaration of Philadelphia, we, the participants in this session of the Conference, have reiterated our confidence in the ILO and in its role in carrying out social changes and democratic reforms in the member States.

We would like to express the hope that the new multilateral relations that have been evolving under the auspices of the United Nations will retain the deeply rooted traditions and values of the ILO. In this respect, I would like to associate myself with the assessments expressed so far in the discussion of the Director-General's Report dealing with *Social insurance and social protection issues*.

The search for new ways to promote further the democratic process will determine the ILO's new role and significance not only for the present time but also for the long term.

Bulgaria is been undergoing the transition to a market economy in extremely adverse economic conditions. At the end of the year of 1992 the Gross Domestic Product (GDP) had dropped by 26 per cent as compared to 1989. The level of industrial production decreased by 47 per cent. Significant losses have also been incurred by our country – amounting to $200 million per month – following the strict adherence to the United Nations resolution imposing an embargo against the former Yugoslavia, as well as losses resulting from the sanctions imposed on Iraq and Libya.

I am sure that the international community will help our Government to overcome the adverse effects of these enormous losses and that it will also contribute to easing social tensions inside my country.

The serious deterioration in the standard of living of the Bulgarian people caused by the severe economic crisis requires that the efforts of the Government which I represent be directed principally towards the protection of the actual income of the population from the disastrous effects of inflation; stabilization of this income at the 1992 level in spite of a further deterioration of production levels; new orientation of social protection nets directed to target the most vulnerable levels of the population.

We attach great importance to radical reform in the areas of social protection and social assistance, where we have been meeting with very serious difficulties. First of all, we had to establish a safety net for the poor. A social assistance law was presented to Parliament which was tailored to fit the needs of those whose needs were greatest.

Owing to the weaknesses of the system we have inherited, we have a very low retirement age. There is very little participation in old-age insurance schemes.

The number of retirees in Bulgaria has risen considerably: the employed to retirees ratio runs at 100:85.

We have been working for several years to prepare a new draft social security plan which, after discussions between the social partners and government will be presented to Parliament for adoption, setting out the basic principles, strategy and tactics for reform, on this basis, we shall draw up a new social security law and a law on sickness insurance.

The separation of the Social Security Fund from the State's budget and the setting up of an insurance institution will be submitted to Parliament, to be the basis for institutional reforms.

Our aim is to draw up a new system which respects the fundamental right of the people to social security and will be a measure for social development.

Bearing in mind our experience, we shall also make every effort to build up a feasible and fiscally affordable system that will efficiently utilize its resources and operate on a basis of minimum fiscal funds while retaining its transparency. In this respect the role of the State and of market mechanisms is also being reconsidered.

To this effect, we shall rely on technical cooperation and assistance from the ILO and from the newly established Budapest-based multidisciplinary team for Central and Eastern Europe, with which we have maintained a close working relationship. In view of the forthcoming ratification by Bulgaria of the Social Security (Minimum Standards) Convention, 1952 (No. 102), we will need the assistance of ILO experts to modify our own national legislation.

I would like again to thank the ILO for its active partnership policy. We hope that our future cooperation with the ILO will be effective, and that the ILO will help us in accelerating the process of transition towards a market economy and towards democracy.

Original Japanese: Mrs. SHIMIZU *(Parliamentary Vice-Minister of Labour, Japan)* – I should first like to offer the President, on behalf of the Government of Japan, my most sincere congratulations on his election to the chair of the 80th Session of the International Labour Conference.

I should also like to offer Mr. Hansenne my warmest congratulations on his re-election as Director-General of the International Labour Office.

Let me also welcome most warmly the representatives of the States attending this Conference for the first time.

I should first like to make a few remarks concerning recent developments that are closely related to the activities of the ILO. The international community has been freed from the constraints of East-West confrontation, a situation that was based on ideology and force. Our post-Cold War world is, however, faced with problems arising from the changing power relationship between the nations that dominated the old international order and from the destabilization of regions by ethnic, religious and other strife. There continues to be an urgent need for efforts to overcome poverty in developing nations, to ensure the success of structural adjustment and to combat destruction of the global environment, which affects all humanity and is becoming increasingly serious.

These challenges underscore the need to seek solutions to problems in a spirit of conciliation and cooperation in order to achieve peace and prosperity for all humankind. It goes without saying that the United Nations, the ILO and other international agencies are called upon to play an increasingly important role.

Consistently committed to its ideals as a peace-loving State and attaching central importance to the United Nations, Japan is determined to make every effort to contribute to the attainment of peace and prosperity throughout the world.

As is mentioned in the Report of the Director-General, social security systems in industrialized countries have been steadily improving in the course of the twentieth century and this has contributed greatly to solving the problems arising from poverty, unemployment, old-age, sickness and so on. On the other hand, social security systems in most developing countries are at a rudimentary stage and still far from adequate. I firmly believe that the very foundation for social development and a peaceful world is the creation of an environment that enables workers and their families to live free from anxiety. Therein, in my opinion, lies the significance of social security. There is a need not only for efforts by the countries concerned but also for assistance from the ILO, other international agencies and the industrialized countries to build and improve social security systems in developing countries appropriate to each nation's circumstances and to establish adequate social protection systems in those countries. I consider that it is essential for the ILO to fully mobilize its knowledge and experience, while governments, employers and workers should pool their wisdom in a spirit of dialogue and collaboration. Japan is determined to make active contributions in this field, working closely with the ILO and the parties constituting its membership.

I should now like to touch upon Japan's national experience. After the Second World War, Japan made a new start as a democratic nation under its new Constitution. The social security system in Japan developed greatly in the ensuing decades based on the constitutional provision that, and I quote, "all people shall have the right to maintain the minimum standards of wholesome and cultured living", culminating in the present system which covers the entire population.

The average life span in Japan has come to be the longest in the world, and Japan will soon have a society ageing at a pace faster than any other country has every experienced. A major task for us is to adapt the social security system to social changes – a declining birth rate, the entry of women into the labour market, the ageing of society and other changes. Japan intends to do its utmost to make the twenty-first century a bright one, full of hope for workers, exchanging knowledge and experience with other countries which face these and similar tasks. Japan intends to cooperate actively in this field with other nations and international organizations.

I should next like to refer to the need for ILO technical cooperation. Next year we celebrate the 75th anniversary of the ILO and the 50th anniversary of the Declaration of Philadelphia. The rapid changes in the international situation in recent years seem to be of a magnitude comparable to the changes of those days. I consider that there is a great need for the ILO to provide technical cooperation as effectively and efficiently as possible, responding adequately to the diverse circumstances and needs of member States and regions. In particular, the developing countries, and countries in the process of structural adjustment, face the tasks of combating poverty, expanding employment opportunities and developing human resources. I believe that the ILO should strengthen its activities in these fields, working to make them increasingly effective. Coordination with the activities of the United Nations, currently undergoing reform, should be stressed to avoid duplication of effort.

Recognizing the role of the ILO will become more and more important in the years to come, Japan intends to contribute actively to ILO efforts to solve the problems in those countries.

I should now like to touch upon the standard-setting activities of the ILO.

The ILO, through its standard-setting activities, has succeeded in attaining remarkable achievements in the areas of protection of human rights and improving conditions of work, achievements to which I pay high tribute. Japan has consistently attached all due importance to international labour standards. The Government has just put before the Diet a proposal for ratifying of the ILO's Hygiene (Commerce and Offices) Convention, 1964 (No. 120). It gives me great pleasure to be able to say that we have just been informed today of the approval by the Japanese Diet of this proposal.

In conclusion I should like to express the hope that this session will see fruitful discussions based on the Director-General's Report. I also wish to reaffirm very clearly my country's commitment to making renewed efforts to contribute to the ILO's fulfilment of its important tasks. Finally, let me express the confident hope that the International Labour Organization will achieve sound development in the years to come.

Original Arabic: Mr. AL-FAYEZ *(Minister of Labour and Social Affairs, Saudi Arabia)* – In the Name of God, the Merciful, the Compassionate!

May peace, mercy and the grace of God be with you.

I am very happy to congratulate the President on my own behalf and on behalf of the delegation of the Kingdom of Saudi Arabia on his election to chair this session of the Conference. His election is a tribute to the Arab Republic of Egypt, its Government and its people, from whom the Conference has chosen its President. Thanks to his able leadership and long experience there is no doubt that all our expectations and aspirations will be fulfilled by the end of the Conference. May God grant him His help and ensure his success.

I should also like to congratulate the Director-General, Mr. Michel Hansenne, on his re-election for a new term and I wish him every success in his work.

I should also like to welcome the new States as they join the International Labour Organization, which has been enriched by the new contributions they have made.

First and foremost I should like to thank the Director-General for having selected social insurance and social protection as the central topic of this session of the Conference. This subject is of great importance because of the fundamental role it plays in improving the social welfare of workers and its impact on the growth of productivity and the promotion of social and economic progress. In his comprehensive Report the Director-General has covered the various aspects relating to this topic and the strategy that he presented in the last chapter is worthy of study and consideration.

I would like to take this opportunity to give you a very brief description of the attention paid by the Kingdom of Saudi Arabia to the social welfare of workers and their families. Our country has adopted a system of social protection based on Islamic principles dating back more than 14 centuries. This scheme extends the broadest protection and most extensive coverage to workers and their families by providing substantial old-age pensions, disability insurance, and coverage for occupational accidents and illnesses. This insurance scheme is managed by a public institution with a legal personality and which is financially and administratively independent. It is not subject to taxation, and the State covers any deficits it might incur. It is managed by a governing body consisting of 11 members, out of which five represent the Government, three the workers and three the employers.

The system of social insurance in the Kingdom of Saudi Arabia is an innovative scheme based on Islamic law and the most modern international principles. Indeed, thanks to cooperation with the International Labour Organization, it provides coverage at the best levels recommended by international labour Conventions and Recommendations. It currently covers two branches or categories. Pensions are financed through workers' contributions of 5 per cent of wages and through employers' contributions of 8 per cent of wages. As regards insurance for occupational accidents and illnesses, this is financed by employers' contributions of 2 per cent of wages.

The pension fund provides a monthly pension for retired workers over 60. These workers can receive their pensions before reaching that age if they suffer from a disability unrelated to their occupations and have contributed to the pension fund for a sufficient period.

As regards the occupational accident insurance, which is financed exclusively by the employer, this insurance covers all medical care. It aims to maintain workers' health in the event of occupational accidents. If temporary disability ensures, the worker is entitled to a daily benefit of 75 per cent of his or her salary in addition to a family allowance of up to 20 per cent of the compensation. In addition, a premium of up to 50 per cent of the compensation is paid out if the victim requires the help of an attendant to carry on his or her normal life. If the worker is subject to a disability of over 30 per cent, he or she also receives one-off compensation.

As regards medical care for cases other than occupational accidents, i.e. medical insurance for workers, the State's medical services provide medical care free of charge to the entire population not otherwise covered by company insurance plans. (Large private enterprises have their own insurance policies.)

As far as unemployment insurance is concerned, thanks to the goodness of God and thanks to the development plans we have adopted, we do not have this problem. Saudi Arabia is recruiting workers from Arab and Muslim countries and from friendly countries, and they work side by side with their Saudi Arabian counterparts in a climate of social peace and full equality, in accordance with the Labour Code, which is based on Islamic law. Moreover, our legislation permits foreign workers to transfer their assets abroad without any restrictions or limitations, and without tax.

In addition to the social insurance scheme for workers in private enterprises, the Kingdom has for 48 years had a civilian pension scheme for civil servants and a military retirement plan for members of the military. And for 30 years now the Kingdom has had a social security scheme for regular assistance paid out of the state budget for vulnerable groups, such as orphans, destitute women, the handicapped, needy families, and families of prisoners, etc. These social security funds have been increased several times, and the last increase was in the order of 43 to 136 per cent. I will not mention other allowances for food or electricity or the coverage of several other services, which are not limited to citizens, but are given to foreign residents as well, and which demonstrate the Government's concern for the well-being of citizens and residents.

The question of the prevention of major industrial accidents is on this Conference's agenda for its second discussion. We trust that it will lead to positive results capable of improving working conditions in an environment of health and safety. Another question that is on the agenda is part-time work. Whatever the final orientation of the Convention or Recommendation may be, it is important that part-time work should contribute effectively to solving problems of the labour market rather than lead to new problems for full-time work.

We consider that the standard-setting activities generally should also take into consideration the differences between the various ecological, economic and social systems prevailing in different countries. I believe what is applicable in one country is not necessarily applicable in another.

While considering the various questions of interest to our peoples, we cannot ignore the atrocities occurring in Bosnia and Herzegovina, which has been subjected to all-out war and "ethnic cleansing" conducted by Serbs for over a year. This has left tens of thousands of martyrs killed and many other tens of thousands of people forced into exile, not to mention the victims of crimes and rapes perpetrated before the entire world against this unarmed Muslim people who are not permitted to receive weapons to defend themselves. We cannot turn a deaf ear to this tragedy and we call on the international community to assume its responsibility and try to bring the genocide and suffering to an end in Bosnia and Herzegovina, a member State of the United Nations.

May God help our Conference to fulfil its objectives, which we all share. May peace, mercy and the grace of God be with you.

Mr. MEDAISKIS *(Minister of Social Security, Lithuania)* – On behalf of the Lithuanian delegation, I wish to congratulate Mr. Abdel-Hak on his election to the post of the President of the 80th Session of the International Labour Conference.

I wish also to congratulate Mr. Michel Hansenne on his re-election to a second term as Director-General. The Lithuanian delegation appreciates this election and we wish Mr. Hansenne and Mr. Abdel-Hak every success in achieving the goals of the ILO.

Let me also express my warmest greetings to the delegations of the countries which have recently become Members of the ILO.

A date of great importance to all free nations is drawing near. In 1994, the International Labour Organization will be celebrating its own 75th anniversary and the 50th anniversary of the Philadelphia Declaration. I am sure we may all confirm that the International Labour Organization, in spite of various historical circumstances, remains faithful to its main ideal – that of safeguarding social peace all over the world. The extensive collective experience of the Organization is of great value to all countries striving to create conditions in which their citizens can enjoy fundamental human rights. This session's agenda is the best illustration of that fact.

Many of the problems faced by the Lithuanian social security system are common to central and eastern Europe, and have been analysed in the Director-General's excellent Report.

Lithuania started to create a social security system after the First World War, when the country regained its independence. At that time, Lithuania had introduced separate insurance schemes for civil servants, military personnel and employed workers. The occupational injuries scheme was developed some time later. In addition to these schemes, pensions were also provided by private enterprises for their workers.

The Soviet occupation interrupted the development of the Lithuanian social security system. The Soviet period was marked by the total state domination of every aspect of life including social security. When Lithuania embarked on the transition to a market economy, the social security system had to be reformed.

The main objectives of that reform are: to ensure decent living conditions for all, to enable workers to earn a decent wage, to ensure adequate protection for the old and disabled, to provide support for families with children, to eliminate poverty, and to raise living standards and ensure social justice.

The Government's aim is to achieve these objectives in collaboration with workers' and employers' organizations. At present, these organizations are divided and sometimes unable to find common ground, though it should to be noted that Lithuanian trade unions have to some degree consolidated their position over the past year and have begun to engage in dialogue with the Government.

The first steps in the reform of the social security system in Lithuania were taken in 1988, although the principle legislation came into force only after the enactment of the law restoring independence to the Republic of Lithuania in March 1990.

The social insurance and social assistance schemes were placed on a statutory footing, and the social insurance budget was separated from state and local budgets. The new legislation determined the cover provided for compulsorily insured persons, and defined sickness, maternity and certain other benefits, as well as details of the revenues and expenditure of the social insurance budget and the rules governing state social insurance administration. The main social security institutions were created within a short period, these being the National Social Insurance Institution and the Labour Exchange Administration, which is also responsible for paying unemployment benefits.

The social insurance and employment schemes are now much better developed in Lithuania than the social assistance scheme, from both the legal and administrative points of view. During recent years, Lithuania has introduced a family support system. This system is based on the minimum subsistence level which is regularly adjusted in line with the prices' index. The major element under this system is means-tested. Local governments are responsible for operating the family support system, but are sometimes unable to cope with all the problems and prevent abuse. Improving the social safety net and finding a way to help everyone in need are among the most important short-term tasks.

In formulating the new Lithuanian legislation on labour and social security, we have carefully studied and taken into consideration the ILO Conventions and Recommendations. The Government recently submitted a proposal to Parliament to ratify a number of Conventions which have not yet been ratified by Lithuania. I hope this will be done in the near future.

In creating the social insurance system in Lithuania, it has been necessary to take major decisions and solve many problems in a very short time. Highly developed European countries have had a whole century to do what we have to do in a few years. On the other hand, we have some advantages: we may draw upon their experience and we are able to do many things because we have had to start from scratch. But we also suffer from serious disadvantages: we are experiencing a grave economic crisis, rising unemployment and poverty and greatly reduced living standards. Over the past year, prices have increased about 13-fold, while wages increased by a factor of only four, and pensions by a factor of six. We lack the time and the expertise required for large scale reform. Our society has grown accustomed to state benefits and is ill-prepared to share responsibility for social protection. Major problems arise from the fact that we are only just embarking on the transition from a state-regulated to a market economy, and the social insurance system, once fully adjusted to market conditions, will to some extent conflict with prevailing conditions and laws.

The support of national and international organizations is essential to our country in overcoming its difficulties. We are very grateful to all the governments and non-governmental organizations who have helped us. I am glad to take this opportunity to express my particular thanks to the International Labour Organization. We regard the activities of the Regional Office for Eastern and Central Europe in a most positive light, and believe it would be most desirable to develop activities of this kind in every possible way. I am convinced that all countries of this particular region have a keen interest in those activities because they all face similar social problems entailed by the transition to a market economy.

We are counting very much on the development of cooperation between Lithuania and the International Labour Organization in all spheres of activity. However, the situation is complicated by the prevailing financial difficulties. I would therefore like once again to point out, as we have already made clear to the United Nations Organization, that the Republic of Lithuania no longer bears any of the financial obligations incurred by the former Soviet Union, and it seems only fair to review our contributions to the ILO budget in view of the very difficult situation in Lithuania.

I am confident that such temporary difficulties will not prevent increased collaboration between Lithuania and the International Labour Organization, and that this collaboration will be successfully continued and developed.

(Mr. BUSTOS HUERTA takes the Chair.)

Original Arabic: Mr. DAHLAN *(Employers' delegate, Saudi Arabia)* – In the Name of God, the Merciful, the Compassionate! May the peace, the mercy and the blessings of God be with you. On behalf of the business world of Saudi Arabia, may I extend my warmest congratulations to the President on the confidence placed in him by the Conference. This display of confidence is not surprising in view of his great ability and wide-ranging experience, coming as he does from a country well known for its traditions and its long history.

The International Labour Conference, at its present session, is reviewing the Director-General's Report on subjects of great sensitivity and importance and of concern to all the participants in the Conference. The prevention of major industrial accidents has been presented in detail in the light of the extensive experience of such accidents acquired in the advanced industrialized countries. We have also been made aware of the importance of social insurance and social protection and the ILO's role in enhancing the efficiency of social protection schemes. We have thus identified certain key strategic areas in which action must be taken if social protection is to be extended to larger sectors of the world population and applied in such a way as to approach the ideals set forth in international labour declarations and standards, in particular in the Social Security (Minimum Standards) Convention, 1952 (No. 102). Statutory social security schemes exist in principle in practically every country in the world but the level of protection, the scope of existing schemes and the extent and effectiveness of coverage differ widely from country to country.

I should like to give you an idea of Saudi experience in implementing its social insurance scheme that is regarded as ideal in comparison with others. It is based essentially on protection of workers' social rights, which are viewed as one of the key components of Saudi development plans. It was introduced in 1983 and is a modern scheme similar to those currently applied in most advanced countries and some developing countries. Its main aim is to offer workers additional protection covering medical care in the event of industrial accidents and providing for daily benefit, a monthly income and lump-sum compensation. On the whole, the system offers workers greater security, encouraging them to increase their productivity in return for a contribution amounting to no more than 2 per cent of wages paid by the employer, who also helps to defray staff medical expenses, thus alleviating the burden on workers.

Saudi Arabia has from the outset made every effort to prepare its national economy for gradual and yet intensive development designed eventually to raise the standard of living of its citizens so that they are better equipped to cope with the realities of modern life. We were well aware from the start that economic development is not an end in itself but rather a means of providing appropriate material conditions, offering people a decent life and creating a social environment conducive to individual self-fulfilment and a stable society, while safeguarding cultural identity and the Islamic character of Saudi society. The scale of the development achieved in this area may be measured by the sharp contrast between the living conditions of Saudi citizens today and those same conditions 20 years ago.

The system of social insurance in Saudi Arabia is characterized by mutual agreement between the public and private sectors on the need for continuous action to improve the living standards of workers, since they are one of the cornerstones of development.

Basing itself on this principle, Saudi Arabia took care when developing the system to respect the most recent principles of social security, drawing on the services of experts and ensuring that the system complied with the most recent ILO recommendations and world trends while respecting Saudi traditions and ethics.

The public social insurance institution, with its financial resources and investments, is considered to be one of the main bodies operating in the public and private sectors to improve the performance of the social services and to enhance social solidarity in Saudi Arabia. Social insurance in Saudi Arabia covers two fields in particular: pensions and occupational hazards.

The Report of the Director-General mentions technical cooperation, a subject of the greatest importance for many developing countries that import technology. They include the Arab States, which appreciate the ILO's efforts and hope that it will attach greater importance to the development of technical cooperation projects designed to meet the urgent needs of the Arab countries.

I wish to take this opportunity to pay tribute to the ILO's role in publishing and disseminating technological information. We hope that some of these documents will be published in Arabic and that Arab experts can play a more prominent role in technical programmes and technical cooperation.

On the occasion of the election of a new Governing Body of the ILO, I should like to extend warm thanks to the members of the previous Governing Body for the work they accomplished and for their dedication to the basic principles of the ILO. I wish the new Governing Body every success. We trust that it will continue to pursue the aims and aspirations of all the constituents of the ILO and we shall do all we can to facilitate its task.

In conclusion, I should like to wish the Conference every success. We hope that it will add new achievements to the list of those already to the credit of the ILO in its work of standardizing machinery and structures with a view to guaranteeing and protecting the social rights of workers, who are both a means of development and its end.

May God's peace and mercy be with you.

Original Arabic: Mr. KHOURY *(Government delegate, Lebanon)* – I should like to apologize on behalf of the Minister of Labour, Mr. Al Amin, who was unable to attend this Conference for reasons beyond his control. I would like to deliver this statement both on his and my own behalf.

I would like to express my sincere congratulations to Mr. Abdel-Hak on his unanimous election. The individual who has been elected is of the highest calibre. We know him well, and we know his patriotism and his human qualities and his ability to combine them, which all make him a spokesman for part of the world and enable him to reflect the thinking of the whole of humanity.

I would also like to congratulate the Vice-Presidents. Their wisdom and integrity have won them the confidence of their groups and the Conference as a whole. As regards the Director-General, Mr. Michel Hansenne, his re-election to a second term of office testifies to the appreciation we feel for his wide experience, immense knowledge and sound management, and for his work to expand his programmes and plans, which have made the International Labour Office a unique institution, and one able to keep pace with the demands of contemporary civilization.

I would like to assure you that it is impossible for me to cover in ten minutes all the efforts that have been undertaken in the course of one year. This Report is the result of long reflection and carefully considered action. Nevertheless, I would like to pass on to him the congratulations of my country, Lebanon, which is emerging from war and chaos and finding its way towards peace, and hope. In the course of the previous sessions, we have come to talk about our bleak present; now at this 80th Session, we can talk about our hope for the future. I believe we have initiated two major projects in the Middle East. One is the reconstruction of Beirut, which will become a major centre of the twenty-first century. The other is the education of the Lebanese to enable them to keep pace with the demands of the age. The urban rebirth will go hand in hand with a human rebirth.

Our urgent request for assistance from the ILO has clearly been a source of satisfaction, given the prompt reply we have had. I would like here to mention the experts sent out as part of a mission by the Assistant Director-General Mr. Dajani. One mission after another has come to us. Their task was not an impossible one, but still difficult, but they were determined, they tried and they succeeded. I am confident that the Minister of Labour as well as the other sectors of administration which deal with labour-related matters will quickly implement the recommendations and technical cooperation agreements which were adopted with all the necessary dispatch and astuteness.

As an example, I should mention that two weeks ago the decision was taken to establish a commission consisting of the most eminent jurists and sociologists who will be responsible for reviewing labour legislation and social security. In cooperation with trade union leaders, we are trying to establish a balanced dialogue and create a trade union structure in keeping with contemporary requirements – a structure not based on sectarian or religious affiliations, and one which will not mix professional and craft elements, but will instead be based on the different sectors of activity and whose legitimacy will be the basis of its liberty. I am proud to say that trade union freedom based on responsibility is developing in Lebanon. The State cannot claim any great credit for this since Lebanon can only develop in conditions of freedom and with the participation of all the elements for whom democratic dialogue is the only chance to live in freedom.

I would like to thank all the member States of the ILO and the Governing Body on the occasion of the resumption of work by the ILO Regional Office in Beirut. We extend our cordial greetings to the Office and will make all necessary facilities available to it, since it represents for us and international symbol and a source of national pride.

In the second part of the Report by the Director-General, we read about the situation of Arab workers in Palestine and the occupied territories. Israel in fact is fully aware that the violations which it perpetrates go far beyond the annual Report. The technologies of today enable us to show in sound and images how Arab workers, and in particular Palestinians, are being treated; how they are imprisoned and exiled, how they or their children are killed, their shops and houses are being destroyed. These stories are not confined to newspapers. We can see the images on television, and so it is useless to deny or invent spurious justifications for this situation. Israel and those who support Israel know that the Arabs need more than any other people peace, and they know that Israel can obtain squadrons of aircraft free of charge, while Arab countries must sacrifice a university, a school or a hospital to pay for one aircraft. We need peace, but we will not capitulate. Israel must accept human reason, abide by the law and learn the difference between honesty and treachery. If it does not do so, it will continue to live in fear.

We, for our part, can say to the world that resisting occupation is our right and one does not negotiate with an intransigent foe.

In the Director-General's statement, reference is made to the celebration of the 75th jubilee of the ILO. On such occasions, it is the custom to exchange gifts. What will our gift be? I feel very proud when I think back of the various Directors-General of the ILO, the members of the Governing Body, the experts, specialists or ordinary workers. Some of them are no longer with us, others are still alive. My gift to all of them is sincere friendship, my hopes and my wishes. But the greatest gift to them is to recall the slogan established by the first Director-General of this Organization, Mr. Albert Thomas. It was: "If you wish for peace, cultivate justice". Next year, many delegations will come to this Organization bearing symbolic gifts. The greatest level of humanity and civilization will be shown by the delegation which comes to Geneva saying: "Albert Thomas, we have cultivated justice in our country, and now we enjoy peace".

Mr. SHARIF *(Employers' adviser and substitute delegate, Pakistan)* – Allow me, on behalf of the employers of Pakistan, to congratulate the President and the Vice-Presidents on their unanimous election to preside over this session of the Conference. We would like to express our confidence in their leadership and assure them of our fullest cooperation as they guide the proceedings of this session of the Conference.

While congratulating the Director-General on his re-election for a second term, I compliment him on his Reports to the Conference. In Part I the Director-General has covered in great depth the central theme for this year's session of the Conference, *Social insurance and social protection* in the member States. He has enumerated the problems facing health care programmes and has highlighted the future development of social protection systems which will be able to cope with any difficult situations which may arise, and indeed have arisen in recent years. Part II gives an account of the activities of the ILO in 1992, and information concerning the draft programme and budget for the 1994-95 biennium is provided in Report II.

As very rightly highlighted in the Report, social security is considered as one of the acquired rights of workers in industrialized countries, while on the other hand the vast populations of developing countries are very far from being adequately protected. In the latter countries pensions and unemployment benefits are rather limited in the social security schemes under operation.

One of the reasons can be explained by a report published recently by the International Fund for Agricultural Development (IFAD), which says that the traditional cures, namely pushing overall economic growth and relying on welfare, both failed to take nearly 1 billion rural people in 114 developing countries to the promised land of minimum adequate nutrition, health, shelter and education. The report goes on the say that today's billion could rise to as much as 1.5 billion by the year 2000.

The Director-General in Chapter 2 of his Report has touched upon the critical issue confronted by us in the area of social protection and has rightly raised the question of whether objectives which are appropriate to developed economies need to be adapted to developing countries. This question becomes all the more pertinent when we observe that in most of the developing countries in Asia and Africa, where social security programmes do exist in some form or other, less than 10 per cent of the economically active population is employed in the formal sector and barely 2 per cent of the population employed in the formal sector is covered by social security programmes.

The reason for this dilemma has been clearly pointed out in the Report. The developing countries do not possess the basic framework to establish a self-balancing network of contributors and beneficiaries. Furthermore, there is no revenue from general taxation which could be sufficient to provide benefits on a universal basis. I agree with the Director-General that the solution to this dilemma lies in the large-scale extension of the formal sector as a fundamental prerequisite for the further development of social programmes.

Against this background, the Director-General has rightly pointed out that social protection in the developing countries will need to form an integral part of general economic and social development and will have to be part and parcel of the broader issues of economic, political and social development.

The second part of the Director-General's Report touches upon the ILO activities in the area of international labour standards, human rights, employment strategies, entrepreneurship, management development, training, industrial relations, labour administration, working conditions and environment, as well as sectoral activities. I must pay tribute to the Director-General and the ILO for pursuing an active partnership policy. I am sure, if properly implemented, this policy will play a vital role in the ILO's efforts to support developing countries, particularly in meeting their challenges of social and human resources development.

The visit of the Director-General of the ILO to Pakistan this year, his meetings with the high-level officials in Pakistan, as well as employers and workers in various cities of Pakistan, have been a source of encouragement to us in the Employers' Federation of Pakistan. With ILO assistance our Federation has established an Occupational Safety and Health Unit within the Federation which will provide assistance and suggest ways and means to member organizations to improve productivity and the work environment by preventing losses on account of industrial accidents and promote greater safety and health care awareness.

We welcome the ILO activities which will now focus on regional technical programmes. Employers in Pakistan have benefited from ILO assistance in the provision of technical expertise for various programmes in training; labour administration, social security, rehabilitation of returning migrant workers, employment promotion, etc. We wish to acknowledge the cooperation and assistance of the Bureau for Employers' Activities. It is my fervent hope that ACT/EMP will continue this technical assistance more vigorously with the new organizational changes. I am referring to the multidisciplinary teams towards which we look to with considerable interest. We hope that the multidisciplinary teams will play a significant role in the technical assistance programme of the ILO.

Like every other country in the region, Pakistan has, during the past few years, made major strides towards economic emancipation. Our continuing war against poverty and our strong political will to win the race of social and economic development is bound to bear fruit. Our economic policies and efforts towards structural adjustment in the wake of global economic transition, particularly with the emergence of new zones of socio-economic and political importance in Central Asia offer us a new vision and a new opportunity of utilizing our most valuable human resources for the pursuit of our development needs. This new vision and these new opportunities are as much of an asset to us as they are to the developed and developing countries of my region. I call upon my colleagues here to reflect on these opportunities which could help us achieve our common goal of economic independence and social improvement.

Original Spanish: Mr. BRUNELLI *(Workers' delegate, Argentina)* – The representatives of the Argentine workers wish to congratulate the President on his appointment and the Director-General for his re-election and for having chosen *Social insurance and social protection* as the topic of his Report.

Although States cannot directly ensure that all citizens have jobs, they must nevertheless ensure that human rights are not trampled by the economy.

The central conclusion of the United Nations 1993 *Human Development Report* is that unregulated markets and excessive free trade aggravate inequality and poverty and create unemployment.

We maintain that capital should serve the economy, and that the economy should serve man, for otherwise man is degraded and becomes a mere input in the productive process.

In this sense, man prevails over the market, and the economy is legitimized by its social function. The economy should be strengthened through a humanized capitalism, compatible with the ethical, philosophical and political postulates of social justice, without which the economy loses all justification and meaning and degenerates into the exploitation of man by man.

The objectives of the Encyclical *Centesimus Annus* include a participatory democracy dominated by virtue and a rehumanized economy with man at its centre in order to achieve a more prosperous, fairer, freer and therefore more human society.

The Encyclical adds a warning that this lofty social objective will require a struggle against economic systems which give absolute priority to capital, and against the inhuman features of the market.

The State, as guarantor of justice, social well-being, the rights of the workers, the social function of enterprises and the national economy, cannot disregard these matters.

Lack of employment and lower wages naturally lead to greater poverty and social exclusion.

The stability achieved by my people has been positive, but stability alone is not sufficient. The workers are the majority anonymous investors, and we are having to bear the brunt of the cost of adjustment. There is an urgent need for growth policies that favour job creation and a real and fair distribution of national income.

However, some employers, pointing to the prevailing imbalance and the high cost of labour, are pursuing their own advantages to the detriment of society.

The distribution of costs and benefits must recover its social equity. Even though some macroeconomic indicators are positive, their effects have not yet filtered down to the micro level, where the basic needs of millions of people are still unmet.

The minimum wage guaranteed by our Constitution in accordance with Conventions Nos. 26 and 131 and Recommendations Nos. 30 and 135 of the ILO must be updated, since it barely covers 10 per cent of basic needs.

It is imperative to re-establish balance between capital and labour through due monitoring of the labour order and through free collective bargaining, which must be respected by the State, as affirmed by the President of this Conference.

In drawing up an economic policy that does not spare social cost, we must rethink our methodology in order to curb the dismissal of workers and provide a new framework for the participation of trade union organizations.

I must mention serious events which have taken place such as the civil war in the former Yugoslavia, the persecution of the Turks in Germany and the threats to democracy in Latin America. We express our solidarity with those who are suffering. As a philosopher once said, "I am human; hence, nothing human is foreign to me".

The labour policy of our country is characterized by one major objective – to lower labour costs. To achieve this objective, basic principles of labour law and even undermining the Constitution have been infringed, undermining legal security, which extends beyond labour relations, thereby affecting the whole of society.

Aside from collective bargaining in the public sector, it is difficult to think of any labour standard which has not been infringed. Self-regulatory mechanisms have been dismantled and collective bargaining reached its peak when unconstitutional decrees and awards of the labour administration suspended almost 70 collective agreements. We filed complaints with the ILO, whose findings upheld our arguments.

We understand that markets should drive trade, industry and production, but the care and health of human beings cannot be left to market forces. The joint bodies which were created by workers and employers to preserve health and improve the quality of life for millions of Argentines should regain their full force and independence, and the legislation which dissolved them should be repealed as unconstitutional.

The decrees which call for the decentralization of collective bargaining and scale back the wages of workers, as well as the proposed reform of our labour legislation, are rejected by the CGT because they violate the constitutional rights and interests of workers.

The labour administration has gone beyond its competence in declaring strikes illegal, thereby authorizing the firing of striking workers, as in the cases of Aerolíneas Argentinas, road transport and the Argentine railways, among others.

The labour reform proposed by the Minister of Labour is unacceptable because it is based on a failed model which overlooks the legal, social and cultural goals of the Argentine workers. Also unacceptable are reforms which view workers as mere inputs in the productive process.

The content of the new formulas tends to undermined labour. For example, it is argued that an individual worker can bargain with his employer and give up certain inalienable rights. In order to decrease labour costs, efforts are made to lengthen the working day to ten hours. The freedom to dismiss workers at will, subject only to the payment of an indemnity, is being expanded as the reform proposes to reduce the amount of the indemnity. The powers of the employer have increased to the detriment of the dignity of the worker.

There are also efforts to repeal laws that establish special statutes; this would leave certain workers unprotected. We hope that the President's exemption of journalists will extend to other professions.

Lastly, attempts are being made against trade union participation, collective autonomy and freedom of association. We should note that these reforms were rejected by most Argentinians as soon as they were published.

In the field of social security, the Ministry of Labour in a piece of proposed legislation disavowed its constitutional obligations to guarantee social security. The CGT therefore argued its case and obtained several amendments, namely, solidarity as an integral part of the system, and the State's recognition of its obligations, which it may not delegate.

Marginality is a growing social phenomenon, and priority must be given to it through suitable socioeconomic policies, particularly as regards hidden unemployment, or those who are too discouraged to look for work. They are outside the labour market; if not looked after, marginality will increase along with abandoned children, delinquency and social insecurity.

In a world which is changing we require new strategies and new forms of development. But the objectives of the workers' movement remain unchanged – a better life, with a fairer distribution of the product of capital and labour.

The proposals drawn up by the General Confederation of Labour in order for our labour legislation to evolve in accordance with changes in the world must centre on man and social justice.

Given these objectives, the instrument we have chosen to guarantee the respect of constitutional rights, pursue the democratization of labour relations and the fuller participation of workers and their trade union organizations through machinery for consultation.

The Director-General of the ILO has asked whether we must, in an era when market forces and competition predominate, abandon the objectives of social protection which are the very basis of standed setting? There is only one answer: the Argentine workers' movement will never abandon the principles of social justice.

In the tradition of General Juan Domingo Perón, who defended this ideal in our country, we embrace you warmly.

Original Arabic: Mr. AL-JARWAN *(Minister of Labour and Social Affairs, United Arab Emirates)* – In the Name of God, the Merciful, the Compassionate. At the outset permit me to state that I am happy to transmit to this august body the greetings of his Royal Highness, the President of the United Arab Emirates, and to extend to you his best wishes for the success of this Conference.

On behalf of the delegation of the United Arab Emirates and on my own behalf I would also like to offer my congratulations to the Egyptian Minister of Manpower and Training, Mr Abdel-Hak, on his election to the presidency of this session of the Conference. We who know him know how much he is worthy of this post. His great wisdom and long experience will, we are certain, permit him to lead our Conference's work to a successful conclusion, and we will thus achieve the success that we are hoping for.

I would also like to congratulate the Vice-Presidents representing the different tripartite groups on the confidence that the Conference has placed in them. We wish them every success in their efforts to assist the President.

I would like on behalf of the delegation of the United Arab Emirates to extend a welcome to the States which have recently joined the International Labour Organization. Their membership in this Organization will strengthen its universal character and the links of international co-operation in the labour field.

May I also be allowed to congratulate Mr. Michel Hansenne, Director-General of the International Labour Office, on his re-election at the session of the Governing Body in May. Mr. Hansenne fully deserves the trust that has been placed in him, and his re-election is an appropriate reward for the numerous accomplishments of his present term of office and for his efforts on behalf of our Organization. We wish him full success as the head of our Organization's executive body.

The agenda of this session of the International Labour Conference contains many vital and important questions. In addition to the Director-General's Report and that of the Governing Body, several technical questions are on the agenda. We are certain that, thanks to the works of the plenary sittings and the standing and technical committees, the Conference will be able to achieve satisfactory results concerning all these questions.

The Director-General made an excellent choice of topic for Part I of his Report. Social security is today one of the foremost issues in social protection. This is a very complex matter because it covers a number of different issues, such as the administrative and actuarial systems and the various fields of prevention.

This Report should therefore be carefully and thoroughly studied. The International Labour Office must extend its technical assistance and share its experience with its member States.

In the United Arab Emirates, we have established a social security system which affords protection to all social categories that need it, and this within a framework of a very flexible and easily managed administrative system in harmony with our society's characteristics.

We are now trying to set up new social insurance schemes for workers in the private sector in order to provide them with old-age and disability benefits, insurance for industrial accidents, and occupational injuries, and health insurance and pensions, so that the workers in this sector may be treated equally to civil servants and staff in the public sector.

The technical cooperation activities of the International Labour Organization are of growing importance for the developing countries owing to the various characteristics of these countries – their lack of resources and infrastructure, their unbalanced level of development and their inability of be self-sufficient. We would therefore strongly urge the ILO to upgrade its technical cooperation programmes in all their forms and in all fields, particularly for the poorest countries which need them most.

The United Arab Emirates has established a clear policy as regards cooperation and external assistance. We have created specialized institutions and bodies which are in charge of funding, planning and carrying out such assistance and following it up. We have also established close cooperation with international organizations and bodies which have competence in this area and we are continuing our efforts in this field to the extent that we can.

Part II of the Report of the Director-General gives a detailed description of the activities of the Organization in 1992. We highly commend this work.

We would also like to congratulate the Governing Body for the important achievements of the last session and for the success it has had in its programmes. The establishment of multidisciplinary teams is a positive and innovative step. These teams will in fact be closer to the problems in the different countries and will therefore be in a better position to solve these problems by offering the ILO's services more effectively. The Governing Body also introduced some improvements in the operation of the Conference and of the Governing Body itself, and it called upon the ILO – in the light of its competence in the social field – to play a major role in the preparation, holding and the follow-up of the World Summit for Social Development which is to be held in 1995.

The Governing Body has also decided to celebrate the 75th anniversary of the establishment of the ILO and, for our part, we consider that this celebration should not be held in a traditional way, but rather should be an opportunity to review what has been achieved and to look to the future. On this occasion we should see what challenges face us and how to go about meeting them, while looking to the twenty-first century and trying to achieve world peace through social justice.

In conclusion, I would like to thank the Government group at this session which paid me the honour of naming me Chairman. This is also a tribute to my country, the United Arab Emirates.

I wish you success in your work. May God's peace, mercy and the grace of God be with you.

Original Arabic: Mr. AL-DAJANI *(Employers' adviser and substitute delegate, Jordan)* – In the name of God, the Merciful, the Compassionate! On behalf of the employers of Jordan, represented by the Chamber of Industry of Amman, and on my own behalf, I have the honour of congratulating the President on his election to the chair of the 89th Session of the International Labour Conference, a mark of the esteem in which he is held internationally, given his special position in the Arab world, his wide experience in labour matters and in vocational training, and the reputation he enjoys in the Arab Republic of Egypt, which has made considerable progress in economic, social and scientific development. The Arab Labour Organization also works alongside its Arab member countries in developing social concepts of work and in applying them in such a way as to achieve social stability and hence peace, security and regional and international cooperation.

We have full confidence in the ability of the President of this session of the Conference which will guarantee its success and lay the basis for the success of future sessions.

I should like to congratulate Mr. Hansenne on his sterling work on behalf of the Organization and on his unanimous election for a second term of office. We were extremely pleased when he visited us at the Chamber of Industry in Amman, where he was welcomed by the Chairman, the members and many employers. Important discussions took place on the Organization's work on behalf of the development of labour and of production capacities. We decided to set up a special unit equipped with ILO publications, documents and reports as reference material for those interested in labour problems and the Organization's efforts in that area. General consciousness-raising and instruction regarding employment are important starting points for the establishment of equitable systems and concepts applicable to the social component of economic development and for the interlinking of economic and social goals, so that economic development redounds to the benefit of all. This would lay the basis for social reform involving mother and child protection, aid and training facilities for the handicapped, and protection of all human beings against poverty and unemployment.

I should like to reaffirm our commitment to the principle of tripartite dialogue between the Ministry of Labour, trade unions and employers' associations. The upshot of such cooperation has been the establishment of an institute of social security and a vocational training institute. Recently, an agreement was concluded on a review of labour legislation to make it more clear and to ensure that it covers the rights and duties of workers and employers. This new legislation contains, inter alia, a provision requiring the employment of a certain percentage of handicapped persons in enterprises and provides for an increase in maternity leave from 42 to 70 days.

The Report of the Director-General *Social insurance and social protection* expresses profound humanitarian feeling. It deals with fundamental concepts that are in line with the fundamental beliefs of Islam, which inter alia provides for an alms tax (Zakat) which confirms the right of all, workers or others in need, to assistance without distinction on grounds of race, sex, or religion or identity. Human compassion is a duty. None the less, expanding this concept would, I believe, depend on economic capacity and the rate of economic growth as well as employment possibilities. As employers, in Jordan we are cooperating with official authorities in order to focus initiatives in the field of investment and at the same time to improve the level of vocational training and introduce new elements into education and training, to complement traditional forms. We are trying to encourage self-employment as a way of fighting unemployment. We also encourage small- and medium-sized enterprises, especially those which supply existing industries. The goals and objectives are clear, but achieving them is a question of time and our economic and financial resources. In point of fact, this depends on our capacity to shoulder the burden of taxes, which is particularly high in Jordan. They are perhaps the highest of all developing countries, but we are not against this because the Government needs this income to supplement government expenditure and in particular social protection.

The concept of social security is reaching all levels and we are proud to say that people in Jordan have voluntarily contributed to the creation of hospitals and to the establishment of a centre to treat cancer patients. We were able, in a few months, to collect 70 per cent of the amount needed, which initially amounted to 120 million dinars.

This is proof of what we mean by compassion.

Under the guidance of His Majesty, King Hussein, we are entering a new era of hope based on democracy and we are undergoing consultations in order to strengthen the International Bill of Human Rights, consolidate pluralism and respect for the opinions of others, because the basic element in all this is man and the true wealth of people. The individual that assumes his responsibilities is a man who constructs, produces and who gives the fruit of his labour for the sake of social protection. We believe that it is also indispensable to ensure and cover the needs of the needy, the elderly, the disabled and the sick. The twenty-first century must concentrate on people throughout the world, to preserve their dignity and guarantee fulfilment of their needs and safety.

We hope that this will be the slogan of this Organization when it celebrates its 75th anniversary.

Original Italian: Mr. VANNI *(Workers' delegate, Italy)* – In his Report on *Social insurance and social protection*, the Director-General quite rightly considers the concept of social security established in the advanced countries as one of the main factors of social progress in the twentieth century. We cannot but support his hope that this system might in time become the common achievement of all the citizens and workers of the world.

This objective does not mean that everything must be reduced by simplification to solidarity schemes. On the contrary, it is the political element which must be systematically emphasized. Economic development coupled with social progress is the only instrument we have to strengthen and promote democracy.

The ILO's commitment to furnish adequate support to social security policies considered in their universality as regards beneficiaries, benefits and geographical coverage, becomes of strategic value in such a context.

This strategy must be directed against the attempt, which is appearing in industrialized countries, to counter economic difficulties and market competition by making radical cuts in social benefits at the risk of impoverishing the weakest sectors of society.

But this does not in any way mean that we should disregard the financing problems which are affecting, in different ways, the industrialized and developing countries, and which are the result of the economic crisis, employment levels and a change in value of benefits over time. Supplementary schemes try to meet the need to mobilize new savings from workers to be used for social protection purposes.

However, the ILO, as a specialized agency of the United Nations responsible for the world of work, must express its clear opposition to the hypothesis, which is widespread today, that economic recovery can be achieved by the reduction of social achievements in the field of social protection and workers' incomes. It is only by keeping economic development and social progress on an equal footing that we will be able to establish a tripartite policy to overcome present economic and political difficulties and, above all, to achieve the objective of maximum productive employment.

The general acceptance of a market economy may result in the extension of development if it is based on scientific research, product quality and technical expertise: however, it will become a perverse instrument of the international division of labour if it is limited to simple competition based on direct or indirect labour costs.

The role of the ILO's standard-setting activities is, in such a context, of paramount importance. It may well be that some of these standards need to be updated and brought in line with production and bargaining systems which have changed, but it is quite absurd to establish a parallel between greater employment opportunities and the savage flexibilization of labour relations and social achievements.

The ILO's standard-setting activities provide us with the best instrument for defending social achievements in the advanced economy countries and, at the same time, promote the social and economy development of the developing countries.

To establish a correlation between respect for international standards and the provision of technical assistance should not be interpreted as putting a brake on development, but as a form of protection against the exploitation of the labour force, which too often has been practised by the multinationals themselves. The insertion of a social clause in international trade relations and agreements is a step forward in this same direction.

It is in the interests of all the workers to prevent any kind of social dumping. This is why we are fighting, within the European Community, against any attempts at self-sufficiency. And this is why we would like to see the European Economic Area extended to the countries in Eastern Europe and in the African, Asian and Balkan sides of the Mediterranean in a vision of co-development.

The globalization of the economy should not become a savage competition race between the various productive communities.

Next year we will be celebrating the 75th anniversary of the ILO's Constitution. We should do so under the banner of tripartism, codetermination and the participation of the workers in the construction of a more just society. The choice of a market economy must not become the victory of capital over work. The enterprise as a meeting place between capital and labour is a social asset which must be protected through the application of new labour relations and different forms of participation. It is only in this way that a correct structural adjustment of productive systems can be achieved. It is only in this way that the privatization now under way in almost all the countries of the world in the search for the maximum efficiency in productive systems should be conceived.

The economic and political crisis which the world has experienced in recent years, following the dismantling of the Berlin Wall, and which has shaken our hope for greater democracy and greater social justice, must be seen as an instrument for the renewal of the values which have characterized the world of work, the enterprise, manual workers and employees. Without an affirmation of these new values, it is the law of the jungle which will prevail, whether at the level of countries or social classes. Our action on behalf of social justice and the rights of peoples must serve to prevent such an eventuality.

International solidarity and multi-bilateral programmes are effective instruments if we can separate them from the old power politics. This is also a task which could be entrusted to the ILO and its regional programmes, multidisciplinary teams, social partnership policies, the Turin Centre, as well as its workers' education and management training programmes.

However, if the ILO lets itself be swayed, as many are asking it to do, by the siren song of market flexibility, in the sterile hope of producing employment, it will certainly lose its role within the United Nations system. Above all, it will lose its function of protecting the rights of man and of all those who work.

The hour of truth has come for the ILO.

Original French: Mr. GAYAMA *(representative of the Organization of African Unity)* – Just a few weeks ago the Organization of African Unity met from 16 to 25 April in Cairo, at the 16th session of the Labour Commission at the generous invitation of the Government of Egypt.

In the President, the 80th Session of the International Labour Conference has selected an outstanding specialist from the Egyptian Ministry of Manpower and Training, which he commands with the same level of skill employed on behalf of the African Labour Commission.

As we have both been on the same team and waged the same campaign to make labour a way of earning a living and a way of promoting social justice, progress and development, the President and myself inevitably come to Geneva bearing the same message.

This message which calls for peace, democracy, political stability and human rights and the rights of all which should be enjoyed in a climate of tolerance, mutual understanding and international cooperation, the heads of state and of the Government of the Organization of African Unity will once again be proclaimed in a few days' time in Cairo, on the occasion of the 30th anniversary of the Organization of African Unity.

Undoubtedly, the land of Egypt is a fitting location for the major events of history, and the rays of Africa's glorious past still light up our lives.

Today we sometimes speak about the marginalization of Africa, meaning degradation of the overall socio-economic situation in this country. This is precisely what we refuse to accept, especially the notion that marginalization is tantamount to a foregone conclusion.

We reject the idea that human resources are powerless, which would amount to an admission of defeat before any serious attempt has been made to develop or mobilize them.

The persistence of what the experts call structural unemployment and which also affects to various degrees the economies of industrialized countries surely expresses the ever-increasing gap between the structures of production, standards of remuneration and real needs. Are we not witnessing an irreparable breakdown between widespread progressive ideas on the one hand born of opportunist ideologies and the true vocation of man for work, on the other?

Day after day, the obsolescence of certain theories on development and economic growth mean they are becoming as ineffective as the much-debated performance of structural adjustment programmes whose main characteristics are to exclude the human factor from all so-called national analysis.

Africa calls for human resources fully to be utilized as they constitute an important factor in any viable alternative for the economic order. By introducing the necessary requirements of solidarity to back up the sacred parameters of productivity and the free market, many problems would be, if not resolved, at least rendered less unbearable than usual in a world which, paradoxically, is able to produce in massive quantities but finds it so hard to distribute and pay for what it produces.

Today's uncertainties coincide with so many blockages both at the national and international levels, and there we can see the reasons behind the frequent lack of urgency felt with regard to finding universal answers to universal problems.

This holds true for the fight against environmental pollution, the control of waves of migration for reasons of employment, as well as the fight against degrading phenomena such as the exploitation of human beings.

With regard to the first of these points, Africa has always made known its concern that international conventions be fully respected, including the Bamako Convention which prohibits the dumping of toxic waste on its territory, on the Ban of the Import into Africa and the Control of Transboundary Movement of All Forms of Hazardous Wastes within Africa, to guarantee the health and survival of future generations, of biological species and other natural resources.

Similarly, the OAU has always stood its ground with regard to respect for the human person, in particular as long as the system of apartheid precluded any chance of improving the working conditions of the black majority in South Africa. The frequent and deplorable accidents in South African coal mines confirm the reasons for our concern and speak volumes about what remains to be done at this level, and at the political level.

On the eve of the World Conference on Human Rights which will begin on 15 June 1993 in Vienna, we are faced with the need to put our legal instruments into shape and at the same time ensure their credibility through guaranteeing universal respect for them and not merely selective use.

At this level, the legislation and practice of certain industrialized countries with regard to migrant workers, particularly Africans, give rise to serious doubts over their compliance with the relevant provisions of United Nations conventions and covenants on human rights and on economic, social and cultural rights.

In some cases, measures supposedly aimed at controlling the flood of irregular immigration go as far as to prevent families from being reunited and sometimes even go as far as justifying xenophobia, the fresh upsurge of which represents one of the major dangers facing African nationals, particularly in European countries.

In Algiers last February the OAU and the League of Arab States held a seminar which enabled both organizations to look at all the aspects surrounding the problem of international migration, and advocated that negotiations be held between workers' home and host countries.

As can be seen, efforts should not be relaxed with regard to establishing the rule of law throughout the world and to ensuring the success of the reforms demanded by international cooperation, this further symbol of peace and stability.

In this regard, we welcome the example set by the International Labour Organization, one of the forums which fosters the healthy debates expected by the international community in its search for a more harmonious international order.

Such harmony can only be achieved by a combination of all the factors which contribute to raising the status of labour and human activity, which is not always the major concern in certain quarters, such as in GATT or in the main Bretton Woods institutions which have never given social questions the attention they deserve.

The tripartite system which, within the ILO, helps bring together governments, workers and employers on major issues has achieved measured success in meeting the challenges put before it.

The OAU is pleased to have maintained a convergence of views with the ILO and we are grateful to the men and women who work in this organization alongside Mr. Michel Hansenne, a man who fully deserves the recognition of the international community expressed through his re-election to the post of Director-General.

I would like to take this opportunity once again to congratulate Mr. Hansenne and pass on the warm regards of Mr. Salim Ahmed Salim, the Secretary-General of the OAU and remind him of our desire to continue cooperation with him and his team.

Finally, as I said at the beginning, Africa has many reasons to hope that this 80th Session of the International Labour Conference will produce the same positive results as the meeting held by the African Labour Commission in Cairo under your guidance.

What, in Cairo, did we discuss, apart from the issues I have just mentioned? Basically, the worsening situation in Africa as a result of many sources of political tension which in turn lead to a disturbing social situation for many categories, including workers and of course women and children who are living in difficult circumstances, not to mention displaced persons and disabled survivors of armed conflicts.

We have a particular task to carry out on their behalf and undoubtedly the decisions of this session will help us to do this.

Mr. MENDOZA *(Workers' delegate, Philippines)* – My country's Workers' delegation congratulates the President of the Conference as well as the Director-General for his new term as the head of this Organization.

About a year ago, we elected a new Government in the Philippines under President Fidel V. Ramos. This new Government under our Constitution will be in office for six years.

The Government of President Ramos was elected into office under the platform of "people empowerment". Simply put, "people empowerment" means giving the common man the capabilities – politically, economically, socially – to enable him to better determine his future and the future of his family.

The majority of the Philippine labour organizations remain optimistic that this new Government will succeed where its predecessors had failed. For, as we always remind President Ramos, the core of his "people empowerment" programme is essentially the empowerment of workers. Workers in the agricultural, industrial and informal sectors comprise the majority of the Philippine population. They are the least privileged in terms of economic and political status. Thus, they are the ones which need the most empowerment.

Initial attempts to actualize this programme of people empowerment had yielded positive results. Already, six trade union leaders have been appointed as members of the Philippine Congress, as mandated in our Constitution. Some trade union leaders have been appointed also in government agencies whose functions impact directly on workers' welfare. We are lobbying for more labour sectoral representation, especially in economic planning agencies where the voice of labour has to be articulated.

Despite those initial gains, however, the Philippine labour sector still faces a host of problems prevalent in developing countries. Foremost among these are the problems of unemployment, underemployment and low wages.

Low economic growth has consigned 60 per cent of the Filipino people below the accepted poverty threshold. Only 35 per cent of the population own housing and only 30 per cent own land. There is still an inequitable distribution of incomes.

Low economic growth and the constant yearly increase in the labour force has meant the depletion of union ranks through the cyclical retrenchments of workers. Workers in the traditional Philippine export industries like sugar, wood, coconut oil and mining have also been adversely affected by the business cycles and world economic upheavals. These factors have put additional strains on an already harsh labour situation, and threaten to disrupt a relatively peaceful labour-management relations climate over the past few years.

The restructuring of the Philippine economy to make it more competitive with its neighbours in the Asia-Pacific region is also taking its toll on workers. The ongoing privatization programme of the Government threatens the employment of thousands of workers. Significant changes in terms of lower tariffs and foreign exchange liberalization have opened up the economy to a flood of imports. These have resulted in the displacement of workers.

In its campaign to attract foreign investments, the Government has designated specific areas as industrial zones, where free and democratic unions are *de facto* not allowed to organize. Instead, local government officials in these zones, in cahoots with employers, are sponsoring the formation of workers' associations which are just extensions of their authorities and convenient tools for employers to manipulate to serve their own ends.

Two recent developments have greatly alarmed the labour sector. These are the shift by many employers to contractual agency-based employment and the aggressive promotion of labour-management councils.

Contractual agency-based employment results in the diminution of the organizable or unionizable base of trade unions. Labour-management councils, especially in establishments where there are still no legitimate unions, are being promoted to supplant the formation of real workers' unions. These constitute the most serious deterrents to union organizing in the Philippines.

In its aim to provide some relief to workers in these difficult times, the Trade Union Congress of the Philippines, with the support of other labour organizations, had started a nationwide campaign to raise the national floor wage by 30 per cent. This is to compensate for the real losses in the purchasing power of workers' wages as a result of the double-digit inflation.

Aside from a direct wage increase, the Trade Union Congress of the Philippines, again working with other labour organizations, has made representations with Government and employers for substantial increases in benefits, especially from the state social security agencies. The Government has set aside an initial amount to help those workers who were retrenched as a result of the power shortage. We are confident that this initial effort will later on be transformed into a permanent unemployment insurance programme.

We fully appreciate the continuing support the ILO has extended to efforts by Phillippine trade unions to secure for Filipino workers and their families a better quality of life. Through the ILO's support and encouragement, tripartism has become a recognized institution in our country. The ILO's programmes and activities have broadened our knowledge and expertise in dealing successfully with technical and practical problems and issues concerning our work in the trade union movement.

Let me take this opportunity, however, to make two specific recommendations on the thrust and direction of the ILO's future programmes.

The first is on the promotion of workers' enterprises. We believe that the ILO has much to offer trade unions in countries undergoing economic restructuring in terms of technical support and encouragement in the formation of workers' enterprises. The negative repercussions of privatization, which is almost always opposed by trade unions because of the consequent loss of job security of workers, can be made less harsh through the formation of workers' enterprises out of those state-owned companies which are being privatized.

The second point that I would like to stress is the ILO's role in the global effort to promote sustainable development. Trade unions in developing countries like the Philippines would like to upgrade their knowledge and expertise on how best to contribute their share in the effort to preserve our environment. As a tripartite Organization, composed of government, labour and employer representatives, the ILO is in a unique position to harness its full potential to reverse the tide of global environmental degradation.

Original Spanish: Mr. MARIUS *(representative of the Latin American Central of Workers)* – We join with those who spoke before us in congratulating the President on his election and Mr. Michel Hansenne for his re-election as Director-General of the ILO. We wish him the greatest of success in his second term of office because we are aware of the difficult challenges he has to face in order to preserve and strengthen the ever-more urgent mandate laid down in the Preamble to the ILO Constitution 75 years ago: "Universal and lasting peace can be established only if it is based on social justice".

Last year, from this same rostrum, the representative of the Government of Brazil dismissed our denunciations of the existence in that country of workers who were subject to a form of slavery.

Today the Governing Body is dealing with the complaint which we have submitted with a great deal of documentation, and the public statement by Mr. Barelli, the present Minister of Labour of Brazil, who – and he is to be praised for this – admits the existence of slave labour in various areas of the country.

We will in the same vein support every effort by the Government of Brazil to eradicate throughout the country any type of work which degrades or injures any human being.

We share the views expressed by the Director-General in his Report, *Social insurance and social protection*, and particularly his concern over the negative impact of structural adjustment policies.

To these thoughts, we could add others concerning the fate of the contributions of the workers, particularly when reference is made to the "social cost", instead of the inalienable and essential rights of the workers and human beings, earned through work.

We must note that many Latin American countries have used workers' contributions unfairly and corruptly for political purposes, for the privileges of elitist minorities, and to finance bloated state machinery. Now, with privatization rampant, there are proposals to transfer these funds to the private sector, and convert an obligation of the State into an opportunity for private profit.

Like the Director-General, we cannot separate the issue of social security and social protection from the changes taking place in the world, and the adaptation or modernization of our developing countries. In this connection we feel compelled to share a few thoughts and proposals.

First of all, we reject the inevitability of the adaptation and changes which have taken place, and we question the inevitability of present international imbalances.

We find unacceptable the excluding of binding policies in response to realities that are caused by these same policies adopted without consultation.

We are promised many changes in our conditions of poverty and submission, freedom from international economic and social imbalances, as if these were the inevitable results of chance or planetary development.

We consider it an insult to common sense to accept certain realities as inevitable, when we must eradicate their causes where they are incompatible with the principles of this Organization.

It is unacceptable and immoral that we be required to open our markets when protectionism is increasing in the developed countries, as evidenced by the decision of the European Community to close its markets to the imports of bananas from various Latin American countries, leading to tens of thousands of unemployed families.

What is the meaning of the ILO Conventions on employment? What are we asking of the ILO technical cooperation on the subject? How can we deal with the suffering and despair of these families? Is this what we call development? Developments for whom and by whom? And what are we to make of the concept of international social justice?

Secondly, we feel that it is both unrealistic and dangerous to deny the need for in-depth structural changes in our societies and institutions and to do so in the interests of those who have distorted them, without any regard for the needs and legitimate and urgent aspirations of human beings and the whole of mankind.

Here, Latin America can serve as an unfortunate example.

Our leaders accepted a neo-liberal development model as the only alternative to overcome the crisis. The "lost decade" is being followed by a "decade of misery" and poverty by misery and social exclusion, to the detriment of our fragile process of democratization, where 85 per cent of our children suffer from malnutrition, where the basic wage today is two-thirds of what it was in 1980, and where half of the working class survives in the informal sector without any protection, where laws and collective agreements are flouted, where social Darwinism prevails, and where the human being is measured by the standard of the sacrosanct market, and what some pretend is the "invisible" hand. We know whose hand it is.

Thirdly, it is common here to hear about the flowering of democracy and beginning of economic development, reports no doubt fed by Latin American governments.

This is nowhere near the truth. Although we believe that even the worst democracy is better than the best of dictatorships, we must recognize that the struggle of the workers and peoples of Latin America has only achieved certain forms of democracy and some freedom; we must therefore strengthen the process of democratization.

Unfortunately, elected regimes murder, torture and imprison trade union leaders in Peru, Colombia, Guatemala and Haiti among others; in Colombia trade union leaders are condemned as terrorists for fighting for national sovereignty and against the sale of Telecom to transnational interests.

The many assertions of the full respect for workers' right are at odds with the more than 30 complaints of violations submitted since the previous session of the Conference and the denunciations under Article 26 for serious violations of various ILO Conventions.

After so much talk about dialogue, there is no form of economic or social consultation in our region, unless we bow to a so-called modernization which has nothing to do with the humane and legitimate conditions of life and work.

The only thing being developed and growing in Latin America today is poverty and misery. Misery is slavery, and it is not compatible with freedom or true democracy, to which we all aspire as legitimate rights of workers.

Fourthly, with this Conference we begin commemorating the ILO's 75th anniversary and the 50th anniversary of the Declaration of Philadelphia. We consider that this is a good time to re-examine some fundamental aspects. We accept the need and the challenge of a wide-ranging debate at all levels, pluralistic, constructive and creative; it is not by hiding our limitations and incoherences that we will strengthen and render effective our ILO.

We have seen some contributions. There is talk of reforming the ILO. Although we agree as to the need, this statement raises certain doubts. Is reform needed only to adapt to new realities? Must we adapt to situations that have been imposed, or can we ask why they have been imposed? Would it not be better to think about the causes of the new aggressions against men, workers, and human labour, and review the limitations of the ILO in order to overcome them and ensure consistency with our fundamental principles?

If we bear in mind the realities of Latin America, I think we can safely say that we will abandon the inalienable premises of the ILO while "adapting" to "new realities".

There is talk about the "war on poverty, balanced growth of national wealth, and productive employment". It all sounds good, if we have the same definitions. But poverty is not measured by the suffering of increasing numbers of poor, but by government statistics which are not always reliable, and focus exclusively on macro-economic considerations. And development is confused with economic growth, and we workers do not want to hear any more of growth models when we are excluded from consultation on models for the distribution of wealth.

We are told about "human resources development", but education budgets are slashed and illiteracy in Latin America is rising.

We are told about a "climate of freedom and flexibility and promotion of individual initiatives", but reality shows that freedom is a privilege of a few, and flexibility merely eliminates the fundamental rights of human beings, and individual initiative is only for the benefit of financial capital, not human capital.

We who represent the workers' interest, cannot tie ourselves up in secondary interests. We must bear in mind and strive for the objectives of the ILO, rather than adapt to a reality which every day recedes from those objectives.

At the 10th Conference of our Central and the 23rd Congress of the WCL, we will complete a series of studies and finalize our proposals to respond to the suffering realities of Latin America and of all the workers of the world.

Original Polish: Mrs. SPYCHALSKA *(Workers' delegate, Poland)* – I have the honour, on behalf of the delegation of Polish trade unions, to congratulate the President on his election to chair the 80th Session of the International Labour Conference.

Let me first express our satisfaction with the excellent cooperation that is developing between the International Labour Organization and the Polish Trade Union Alliance.

In my presentation I will concentrate on the major issues which have to be resolved by the Polish trade union movement. These tasks are far from easy, if we remember that during the past four years our country has gone through a major transformation of its political and economic system, from a centrally controlled economy towards a market economy.

The fact that this process is taking place in a technically and technologically underdeveloped environment leads to an accumulation of economic difficulties and social conflicts.

The frustration of our people is aggravated by practices of the political camp which took over power in the 1989 parliamentary elections, with wide support from the workers. They were unable to fulfil their promises of rapid improvement in living standards of those who earn their living from work. On the contrary, this period was dominated by a slump in production and available jobs.

Unemployment had risen to a level unknown so far in this part of Europe in the post-war period. Purchasing power is systematically falling.

The present situation in Poland has thus led to public dissatisfaction, feelings of insecurity and uncertainty. The country is disrupted by regular waves of strikes and protests initiated by a variety of occupational groups and sectors of the national economy.

Obviously, such an explosive social situation requires the trade unions to reemerge as a power which, on the one hand expresses the interests of employees and their families, and on the other, does not shrink from assuming responsibility for the future of the people and the State. Frequent cabinet changes resulting in friction between political factions make this task far from easy.

Some politicians persevere in advocating concepts and ideas for a rapid introduction of the free market principle into all spheres of the economy and public life, irrespective of the costs and burdens which oppress entire occupational groups.

The "transformation through liquidation" methodology has spread to entire industrial sectors. Unemployment is soaring to 20 per cent and more. It is expected that the total unemployment in Poland will reach 3 million by the end of this year, with 1.2 million persons being deprived of unemployment benefits. This poses one of the main problems and challenges we have to resolve and led to the Polish Trade Union Alliance being forced to submit a complaint to the ILO. In our opinion such a situation violates Convention No. 122, which has been ratified by Poland.

This situation is the result of poor economic policies adopted by successive Polish Governments which neglected to stimulate the economy. Neither did those Governments give a fair treatment to the state-owned, cooperative and private sectors. The first of these two are now labouring under high taxes, which have no relation with economic production.

The lack of cooperation between the main trade unions makes it difficult to counter these policies. One such union until recently not only created political elites but shielded them with a protective umbrella. No wonder that the Polish Trade Union Alliance, which has more members, was pushed aside by the Government.

The divergent position of the two biggest trade unions and as the conflict between them are the result of political factors and not so-called trade union property.

Once again I should like to state from this rostrum that the Polish Trade Union Alliance did not "appropriate" Solidarnosc property in 1985. The property was taken by the State and a portion of that property was transferred to some of our organizations.

The financial assets of Solidarnosc are deposited in a bank account. The whole sum plus bank interest await the rightful owner. It is a pity that Solidarnosc is expecting from the Polish Trade Union Alliance a huge amount which has multiplied nearly 200 times. This gives us the conviction that they are intent on eliminating us, contrary to Polish law, international regulations and international labour standards.

Notwithstanding these difficulties and restrictions, Polish trade unions are taking a number of responsible initiatives aimed at solving the existing difficulties. For example, the Pact on State-owned enterprises. Recently, some political parties have suggested restricting trade union rights, which is a violation of international labour standards ratified by Poland.

The right to strike, which is enjoyed by trade unions through the world, is seen by us as an ultimate measure. We believe that the best way of resolving problems and challenges is by tripartite agreement between the Government, employers and employees, with the goodwill and cooperation of all participants.

I hope that this session of the International Labour Conference will make a significant contribution to the dialogue, understanding and partnership-based cooperation between governments, employers and workers, as an example for the future.

We have noted with satisfaction the ratification by Poland of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and we are disgusted at the lack of willingness shown by trade union partners to act in the well-deserved interest of the working class.

The Director-General's Report on the activities of the ILO, which will celebrate its 75th anniversary in 1994, meets with our full support. We support the technical cooperation programme in the interests of the working people. Therefore, my organization has undertaken a wide ranging discussion with the Government and signed the so-called "Charter of Public and Social Guarantees", which will help us resolve now and in the future such basic social problems as the right to work, wages, health protection, unemployment, housing, education and culture, as well as a new of social security system.

Recession is hitting a number of wealthy countries and their experiences in resolving these problems are of great interest to us. The transformation taking place in Eastern Europe has one feature in common – the fact that it is accompanied by major economic difficulties. This severely jeopardizes the standard of living of workers and generates social conflict and protest which threaten the logic of change. Therefore, in our opinion, help in overcoming these problems is not only the responsibility of national trade unions but one which falls on the shoulders of parliaments, governments and employers at in the international level.

Original French: Mrs. SAMOYA KIKURA *(Government delegate, Burundi)* – May I be allowed on behalf of the delegation of the Republic of Burundi to join the speakers who have spoken before me at this rostrum in addressing my sincere congratulations to the President and to the other Officers for their very well-deserved election at this session of the International Labour Conference. The dedication of Egypt to the ILO's objectives is well known and I am convinced that the experience, competence and wisdom of the President will enable our debates to be led to a fortunate conclusion.

It is also appropriate here to congratulate Mr. Michel Hansenne for having been re-elected for another term of office. We express our esteem to him and to his staff for the objectivity and topicality of the themes presented in so masterly a fashion to this assembly for analysis.

Before submitting to this distinguished assembly my delegation's contribution to the discussion of the

Director-General's Report, I should like to say that the Republic of Burundi is experiencing in-depth transformations towards the democratization of its political and institutional system. Two years after the adoption of the National Unity Charter and one year after the promulgation of a Constitution which sets forth the principles of this Charter and of a multiparty system, presidential elections have just taken place, bringing the first civilian head of state since independence to lead the country.

Legislative elections are scheduled for the end of June and they will involve the competition of 11 political parties which are now active on the Burundi political scene.

This visiting card is accompanied by the desire for better management of national resources by means of a programme of adjustment which gives prominence to the social dimension, in particular with respect to the most vulnerable social categories.

A revision of legislative texts including the Labour Code and the public service statute with a view to adapting them to the present situation will, we are sure, permit the promotion and better management of employment policies, objectives so very dear to the heart of the International Labour Organization.

The International Labour Organization is the first organization in the UN system to have made the protection of the individual, his rights and his dignity its constant concern.

At the present time, the labour world is faced with problems which are just as serious as those which existed when the ILO was created, and we are celebrating the 75th anniversary next year. We could mention, inter alia, the general economic crisis, structural adjustment, demographic trends, unemployment due to new technologies.

Thus, there are adverse effects on the standard of living as well as on access to goods and essential services for the population and, to a lesser extent, for the workers, bearing in mind all the sectors of the country. These effects are felt unequally depending on whether we are dealing with developed or developing countries.

In the field of social insurance and social protection, the Director-General's Report brilliantly describes the situation of the developing countries and in particular those of Africa, including Burundi.

The delegation of my Government shares the views of the Director-General when he says with respect to developing countries that "The social security institutions charged with the management of the schemes are often deficient, not only in terms of their operating functions (which tend to be excessively expensive) but in terms of their financial management and their ability to pay benefits promptly or in full."

However, it is obvious that a higher standard of living is a worldwide concern and that most of the developing contries are stinting no efforts to increase their chances of achieving it.

Unfortunately this is not the only problem facing us nowadays. There are still, on the one hand, differences in the rights of those who should have those rights and, on the other hand, inequalities of opportunity.

In my country, social security goes back to the advent of Burundi to national sovereignty some 30 years ago. But the country still has not acceded to the minimum standards set forth in the Social Security (Minimum Standards) Convention (No. 102), adopted by the ILO in 1952.

Coverage of occupational risks (work injuries, work-related illnesses) and old-age benefits only applies to the formal sector which comprises an insignificant proportion (4 per cent) of the active population in my country.

Civil servants and magistrates are governed by the public sector statute and are not insured against occupational risks, nor are employees in the private sector covered by sickness insurance. Employers are still entirely responsible for the latter's health care despite the heavy burden this represents for their already limited budgets.

Nevertheless, it is fortunate to note that, in my country, a system of sickness insurance has been organized for the benefit of the rural population which although it does not provide pharmaceutical products gives the right to medical consultations and treatment.

The extension of social security systems in the developing countries cannot be dissociated from economic, political and social development as a whole.

This is where – as the Director-General has so rightly said – more coordination of political direction is required, not only between the ILO and its many technical departments, but also with the governments, the social partners and the populations of the countries concerned and also with the international community as a whole.

Within this framework Burundi has already begun studies which should lead to the extension of benefits to civil servants and magistrates in cases of industrial accidents or work-related illnesses; social security cover to provide family and maternity benefits; and to the institution of a system of sickness insurance in the formal sector.

I should like to seize this opportunity to express the sincere thanks of my Government to the ILO and its technical department for the support given my country in the course of carrying out all these studies.

These strategies, in particular those affecting the extension of protection and improvement of benefits, the increase of benefits and of the number of beneficiaries, the reform and management of social security institutions, certainly require a considerable dose of international cooperation.

Much imagination will have to be made use of, but the most relevant suggestions could as well come from the interested parties themselves as from foreign experts.

Thus, and I have no doubt of this whatsoever, the Organization will continue to support its Members and particularly those which are still developing so that the results expected will be achieved.

With respect to the second part of the Director-General's Report dealing with the ILO's activities for the year 1992, Burundi is happy to see the excellent relations and cooperation between its Government and the ILO and projects benefiting from the support of the ILO are developing to our great satisfaction; consultation missions supported by it have been extremely efficient.

This cooperation can be noted in such important sectors as labour standards, employment, training and labour administration and social security.

My Government notes with much satisfaction that the ILO has, among the new technical cooperation projects approved in 1992, decided to finance the setting up of labour inspection offices in Burundi. My country will make every effort so that the project can be quickly and fully implemented.

We reiterate our wishes that this cooperation should be further strengthened so as to support our efforts towards development.

Nobody can deny that the implementation of the programme of activities of our Organization and the diversification of its activities should be supported by the respect of its Members for their obligations, including the actual payment of their contributions. Despite all its numerous problems, Burundi has bowed to this imperative by paying up all its arrears in the course of this year, 1993.

Before I finish my statement I would like to express the urgent appeal of my country to all the member States of our Organization to strive to eliminate apartheid and racism in South Africa and to restore peace in the former State of Yugoslavia, in the occupied Arab territories, in Somalia and in the other areas of tension. Survival of peace in Africa and in the world depends on this.

This year in which we are preparing to celebrate the 75th anniversary of the International Labour Organization and the 50th anniversary of the Declaration of Philadelphia, the international community must make further efforts in order to combat discrimination in all its forms in the different areas of the world.

I do hope that the international efforts deployed for this purpose will be duly rewarded so that people who have been deprived so long of peace, liberty and justice may reconquer the rights for which they have so bravely struggled.

Finally, I would renew my wish that the work of the 80th Session of the International Labour Conference will lead to results which will be greatly satisfactory to its Members and to all the delegations participating in this Conference.

(The Conference adjourned at 1.15 p.m.)

Fifteenth sitting

Friday, 11 June 1993, 3 p.m.

Presidents: Mr. Tabani and Mr. Badey

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Arabic: Mr. AL-JASSEM *(Employers' delegate, Kuwait)* – In the name of God, the Merciful, the Compassionate!

I should first like to convey to you the best wishes of the Chamber of Commerce and Industry of Kuwait and of the entire business community of the State of Kuwait. I should also like to offer my warmest congratulations to the President and Vice-Presidents of the Conference on their election, which is a mark of appreciation of their wisdom and competence. I wish them every success in their work.

My heartiest congratulations also to the Director-General of the ILO on the occasion of his re-election. I wish him every success in running the Organization over the next five years.

With this session, our Conference will have completed the eighth decade of its prestigious history. For 80 years it has had to bear on its shoulders many of the troubles and cares of humanity, sometimes as a witness, sometimes as a legislator and often as a defender of human rights and a custodian of the freedom and security of the individual.

This year, the Report of the Director-General deals with social insurance and social protection, a judicious choice of subject although the success of such an enterprise depends on the scope of the Report and the courage with which the topic is addressed.

Social security should not consist solely in guaranteeing a source of income for individuals and families, making provision for health care, insuring against disability, old age and death and alleviating the impact of structural adjustment. Neither should it be limited to societies left unscathed by international violence and by the conflicts which are on the increase throughout the world in the early 1990s. The societies that have had the misfortune to be the scene of conflicts and wars find their achievements and the structures built up over a period of decades suddenly demolished, as happened in the case of the social security establishments in my country, Kuwait, during the barbaric invasion.

Since independence our State has developed extremely ambitious and generous institutions for all kinds of social protection, culminating in 1977 with the setting up of an independent public body and an ambitious social insurance scheme for all civilian workers and protecting against old age, disability, sickness and death. The liberal professions were also covered by the scheme. I would have liked the Director-General, who visited my country immediately after its liberation in May 1991, to have mentioned in his Report the damage incurred by our social insurance scheme after the invasion.

The Report of the Director-General, entitled *Social insurance and social protection*, is in our view incomplete. We would have liked it to respond more closely to our aspirations and to the needs of certain regions of the world where all principles and values are being flagrantly violated at the present time, for example the ethnic conflict being waged in Bosnia and Herzegovina against the long-suffering Muslims, who are the victims of a genocidal war in which all kinds of abominations are permitted: murder, arson, rape, burying people alive. All of this and more is going on every day and is reported in the media. How can we talk about social protection and social insurance in the case of these poor victims? This great Conference, representing the public and private sectors of the international community, bears moral responsibility before it bears historical responsibility and should not stand idly by in the face of this catastrophic situation.

The ILO has a special duty to assume responsibility for monitoring the conflicts taking place in different parts of the world and for assessing their adverse implications for human rights through their impact on economic activity and development, the use of human resources, the stability of all kinds of labour relationships, the provision of means of social protection and security and in other areas of concern to the ILO's tripartite constituents.

In his Report, the Director-General has outlined the history of social insurance systems, in particular in the developing countries, and has linked their development to the type of colonialism imposed on them during that last period. One may ask what is the real relationship between colonialism and social insurance. In our view, the Director-General has simply highlighted historical realities. This Report is nevertheless very interesting, although we would have liked it to deal with the experiences of certain developing countries who have developed very interesting social security and social insurance schemes.

We were interested in what appears on page 78 in the Report with respect to the links between greater participation by women in the labour market and the growing number of divorces. If the Director-General believes that the phenomenon exists, then in our view, the Governing Body and indeed this Conference should devote particular attention to it.

With regard to the reinstatement of workers who have left the world of work we would have liked to see proposals to encourage these individuals to establish small or medium-sized enterprises in the private sector and to run them, which would also create employment for others. In any case, Kuwait has followed the guidelines outlined by the Director-General in his Report since liberation, concerning the reintegration of workers since it has great need of a national workforce.

In that part of the Report dealing with unemployment insurance and safety nets in countries undergoing structural adjustment, the Director-General made a number of interesting comments, the implementation of which could create social and economic difficulties in some countries if they were to entail major sacrifices. In this respect, the ILO could play a major part in helping its Members find appropriate solutions to their economic and social problems. We also wanted the Report to discuss the informal sector. In our view, linking the informal sector with the issue of insurance could hinder economic and social development. It might therefore be more appropriate to link social assistance with initiatives by young people to set up small and medium-sized firms in the private sector.

Still on the subject of the Director-General's Report, let me say that what is successful in one country will not necessarily be successful in other countries. The Director-General recognized this fact when he pointed out on page 75 of the Report that certain novel systems had led to the emergence of a category known as the "new poor."

I should like to refer briefly to the Report by the Governing Body, and to congratulate all its members and wish them every success in the direction of their future work. The Governing Body has made great efforts recently and, thanks to earnest discussions, has been able to undertake a number of major reforms in the work of the Governing Body and of the Conference in the light of their historical responsibility.

The Report speaks at length of basic rights and freedoms. One should mention the excellent work that has been done by one of the most important committees of the Governing Body, namely the Committee on Freedom of Association. We would like to see its terms of reference expanded, especially with regard to its contacts with certain member States, to allow it to receive answers on all questions which it puts to States and ensure that all countries apply more rigorously the recommendations made by the Governing Body. Both the Governing Body and the Committee have an important role to play in monitoring the application of Recommendations, without allowing procrastination as in Case No. 1556 concerning the complaint filed by Kuwait against the Iraqi regime.

Allow me also to say that one can never conceal the truth, however much one tries. I refer here to the false allegations made at the end of *Provisional Record* No. 8.

In conclusion, I would like to thank everyone present for their attention. I hope you will join me in my prayers that the Kuwaiti prisoners held in Iraqi prisons will be released.

Mr. SKLEDAR *(Workers' adviser and substitute delegate, Slovenia)* – First of all I would like to congratulate the President and the Vice-Presidents of the 80th Session of the International Labour Conference on their election.

I would also like to express my congratulations to the Director-General of the International Labour Office for the excellent Report on *Social insurance and social protection* which he has put before the Conference and for his re-election as Director-General of the ILO.

In these times of economic crisis, especially acute in Central and Eastern Europe, one can hear many state that social protection systems and the required financial resources are among the main causes of this crisis. They are challenging the existence of these systems as such, while others are proposing the forms known in the first part of this century. Cuts in state budgets have been made, and are still being proposed, together with a lowering of benefits, at a time when social crisis is accompanying the economic crisis, and the need for expansion of social policy programmes is growing. We can see, both at home and in the ILO, that employers are intensifying their pressure against labour standards and conditions of work and life.

The argumentation is, for example, that the lowering of unemployment benefits is a good incentive for the unemployed to look for new jobs. This is being argued at a time when unemployment is rising sharply and opportunities for finding new jobs are diminishing.

Of course, social protection systems in Central and Eastern Europe must be reformed. But the reformers should not forget that access to social protection is a basic human right and that in order to prevent hardship the acceptable level of welfare of the population is a legitimate goal first of all in itself. It should also be kept in mind that, as the Director-General stated in his Report, and I quote: "... the presence of a reasonable social safety net for all individuals and households enlarges and strengthens the labour force of a country, adds to its capacity to promote growth and to accept change, and underpins a greater degree of political and social stability. Furthermore, entitlement to adequate levels of social protection is recognized explicitly in several international Declarations dealing with the matter, and in the various international labour standards on social security (and related issues)".

Social security systems in Slovenia have been reformed to a great extent but are now suffering because of economic decline. For example, the level and duration of unemployment benefits were reduced and now these benefits have reached a very low level. Is the argument that this is consistent with the economic situation of the country and that resources must be devoted to new investments valid in the context, when high unemployment rates will persist for a long time and when expenditure on training, retraining and employment promotion measures are also restricted? On the one hand, spending on social protection should be given at least equal priority as productive investment.

And, following further the suggestion of the Director-General in his Report to the 79th Session of the International Labour Conference last year, one part of the solution on a global scale would be to effect substantial savings on defence budgets and to allocate these resources to social protection. This is possible because of new political situations and *détente*.

For Slovenia, one of the most important parts of the solution to this problem would be economic growth by the promotion of its integration in the world economy through trade and technical cooperation promotion and not by custom barriers. Here, the conclusion of a European agreement with the European Community would be of great value.

Trade unions in Slovenia support the conclusions of the meeting of the International Organization of Employers and of the ICFTU in April 1992, where both organizations highlight the importance of reforming and developing social security systems in Central and Eastern Europe in order to protect those adversely affected in the transition process. They state also that such reform should include mechanisms for the involvement of trade unions and employers in the design and management of social security systems. Otherwise, the lack of adequate social security systems, rapidly rising unemployment and continuing reductions in the purchasing power of wages will cause the reform process in Central and Eastern Europe to lose momentum, putting in jeopardy not only the economic transition but also the breakthrough to democracy.

In Slovenia, tripartite cooperation and decision-making has already been established in health insurance, old-age and invalidity insurance and in the field of unemployment. All three partners are represented in decision-making bodies of relevant institutions; in some bodies, other interest groups too. On the trade union side there are representatives from different trade unions. In spite of the existence of trade union pluralism in Slovenia, trade unions have reached a considerable unity of action in these fields. In addition, the establishment of a tripartite, social and economic consultative body is in the initial phase of preparation. New labour and social legislation is also being prepared by consulting social partners.

In this context, the importance of workers' education must be stressed. Slovene trade unions are grateful to the ILO Workers' Education Branch for its help, and stress that the resources for this kind of technical cooperation must expand.

In addition to these problems, Slovenia also has a considerable number of refugees from Bosnia. If the international community cannot agree on how to solve the problem of Bosnia, then at least it can do more to make the life of the refugees easier. The prospects for their return home are very small. In the near future, especially, the majority of young refugees will want to work, not only to improve their living standard. For them, meaningful activity is important in order to make them feel that their life is meaningful and to give themselves a positive self-image. As concerns rising unemployment, Slovenia will not be able to solve the problem alone and assistance from the international community will obviously be needed.

Mr. BREWSTER *(Government delegate, Barbados)* – I should like to join previous speakers and congratulate the President on his election to the Chair of the 80th Session of the International Labour Conference. My congratulations also go to the Mr. Michel Hansenne on his re-election to the office of Director-General for a second term. We wish him every success in his most challenging job.

This session of the Conference, through its discussions and with its conclusions on a range of subjects on the agenda, will contribute appreciably towards the realization of the principal objectives of the Organization which are respect for basic human rights and social justice.

The Barbados delegation notes the initiatives being taken in restructuring the delivery of technical services offered by the International Labour Organization. Certain aspects of this new thrust deserve commendation; in particular, the use of local consultants engaged in the development, implementation and evaluation of projects, which ensures that projects are more relevant to the specific needs of the country.

In this regard, my delegation also wishes to express appreciation for the ready response of the ILO in providing the Government of Barbados with a consultant in the area of productivity. We are all keenly aware of the importance which must be assigned to this subject, especially during these times of economic uncertainty.

In Barbados we have established a National Productivity Board which is setting criteria for the measurement of productivity in all sectors of the economy. We have started survey and data collection work in the hotel and manufacturing sectors, which are the leading sectors of the Barbados economy. We expect that our efforts will bear some fruit in enhancing productivity in these sectors.

Changes in the international economic and social environment and in the needs and priorities of developing countries have important and far-reaching implications for labour legislation, labour management relations, working conditions, employment and, indeed, labour administration policies.

The International Labour Organization must therefore better equip itself to deepen its cooperation with the governments and other social partners of developing countries, in finding new structures and new solutions to these new problems. Regrettably, the ILO, like other United Nations agencies, has to accomplish its task in a climate of financial constraint which member States of the ILO are themselves experiencing.

My delegation recognizes that this situation puts considerable pressure on the Organization in meeting its projected plans and commitments; but this should encourage the ILO to find more creative, effective and efficient ways of meeting the urgent needs of its member States.

The use of the subregional multidisciplinary team being promoted by the ILO is one approach which has some merit; but my delegation would caution that this approach if applied in all circumstances might become counterproductive. The establishment of subregional multidisciplinary teams to replace regional centres must ultimately result in fundamental changes in the nature and delivery of services to some member States.

In the Caribbean region we have developed a highly specialized centre dealing with labour administration for the various islands in the region. The Caribbean Labour Administration Centre, which is based in Barbados, has for several years been engaged in institution building and the strengthening of institutional capabilities through seminars, workshops, symposia and training courses.

The work of the Centre is considered critical by Caribbean governments, particularly now that labour is under stress from structural adjustment and stabilization programmes. The ILO is closing this Centre at the end of June 1993. The Caribbean Labour Ministers, at their recent meeting in May 1992 in St. Lucia, expressed grave concern that the replacement of the Caribbean Labour Administration Centre, within the ambit of these multidisciplinary teams, will not provide the effective results which the subregion requires at this juncture.

Let me emphasize that the Barbados delegation is not insensitive to the financial situation of the ILO, and hence the need to cut costs where feasible. However, there is no overwhelming evidence that considerable savings on recurrent costs will accompany the closure of the Centre. For certainly the funds that are now made available to the Centre for activities will be absorbed into the recurrent costs of maintaining the multidisciplinary team which will be relocated elsewhere.

In addition, because of the small numbers comprising the multidisciplinary team, its activities will appear to be limited to analytical work, with advisory services and technical backstopping for projects and programmes being executed by the countries themselves. There is therefore some lingering doubt that, on a cost benefit basis, the countries to be served will do as well as or better than before the closure of the Centre.

The Barbados delegation endorses the approach taken by the Director-General in his Programme and Budget proposals for the 1994-95 biennium. We note that the overall increase in the provision of the 1992-93 biennium is modest. We also note that there has been an increase in the allocation for field programmes in the American region.

My delegation supports the priority objectives as outlined, covering such areas as the consolidation of democracy through the wider promotion of basic standards, the development and consolidation of tripartite machinery, the strengthening of the capacity of ILO constituents as regards economic integration in the region and the strengthening of national capacity to design employment training policies and programmes to deal with structural adjustment and technological changes affecting the labour market.

The Barbados delegation supports the discussion on the subject of part-time work. Structural adjustment programmes and their social consequences, particularly in the area of the dislocation of labour, have led many employers to be attracted to part-time work. This may be viewed as a stepping stone to full and regular employment and helps to spread the available employment more widely, thus reducing the number of unemployed persons on the labour market.

But care has to be taken that these new employment relationships being instituted by employers do not disadvantage the worker or compromise his rights to full-time work and the attendant benefits therefrom.

The matter of social protection is of great interest to my delegation. The social costs which accompany any adjustment programme are particularly problematic and bruising to governments, because unemployment levels increase dramatically, while the support which governments can offer to their disadvantaged citizens is severely weakened.

Social protection measures are designed to cushion economic and social distress which result from factors such as job loss, illness, employment injury, old-age and the like.

Indeed, social security systems have increasingly come under pressure from contributions by a reduced workforce while at the same time having to cope with the increasing numbers of claims from the unemployed. In this regard, governments in developing countries have to look to see how best they can rationalize this difficult situation. It is clear that some redesigning of the social security machinery must be given priority consideration.

The prevention of major industrial accidents has always been of great importance to my country. Barbados is aware of the fact that protection of workers from occupational accidents and diseases is one of the most urgent aspects of the improvement of the working environment.

Barbados has therefore supported action aimed at the protection of the health and the promotion of the safety of the worker, and has introduced legislative and other measures to deal with this issue. Our objective is to reduce substantially the number of industrial accidents occurring in the workforce.

We have also established a National Advisory Committee on Occupational Safety and Health, which among other things advises the Government on programmes in the field of occupational safety and health, policies and procedures and standard-setting.

The National Advisory Committee has an important role in terms of education in the area of occupational safety and health. The Committee organizes safety and health programmes on a tripartite basis where issues related to safety in the workplace are discussed and analysed and solutions found for the various problems. We hope to continue receiving assistance from the ILO in this important aspect of labour management in our country.

In closing, the Barbados delegation wishes to reaffirm its full cooperation in furthering the work of the Conference.

Original Arabic: Mr. GAZARIN *(Employers' adviser and substitute delegate, Egypt)* – In the name of God, the Compassionate, the Merciful. I am very pleased to congratulate the President on behalf of Egyptian workers and myself on his election to preside over this session of the Conference. I know that under his guidance we will certainly achieve our objectives.

I should also like to congratulate the Vice-Presidents, and in particular Mr. Tabani, Employers' delegate of Pakistan, who was elected unanimously to the post of Employers' Vice-President.

Egypt is one of the first developing countries to have fallen in with the current trend and to have taken interim measures aimed at moving from a system characterized by centralized planning and state control over enterprises, and production to a free market economy which depends on the private sector to ensure development.

This all began in 1974 with the adoption of a policy of economic openness, encouraging both national and foreign investment. Subsequently, important milestones were passed at the beginning of the 1990s when the Egyptian State floated the currency and allowed free trade and investment in the various areas of economic activity. All this has had a positive impact on the private sector which played an effective role in the country's economic development and in increasing both Arab and foreign investment in Egypt.

What has also encouraged this process has been the interim plan announced by the Government which aimed to limit the role of the public sector and heralded the sale of some public sector enterprises operating in the spheres of industry, tourism and services. Due to all these initiatives it became clear that Egyptian employers' organizations and of course the Federation of Egyptian Industries have a very important role to play at this important stage in terms of representing the private sector and defending their interests and participating as a full partner in the process of development.

I should like to express my appreciation for the assistance given by the ILO to the Federation of Egyptian Industries. Following a preliminary study in Egypt an ILO expert drew up a comprehensive report on what the Federation of Egyptian Industries could do to become stronger and more effective.

The ILO also set up visits for the President of the association to similar federations elsewhere.

All of this contributed to the present development of the Federation of Egyptian Industries. This cooperation between the employers' association and the ILO was a shining example of the relations which can be forged between the ILO and employers' associations in developing countries.

I would also like to mention the aid provided by the ILO in improving the Labour Code in Egypt by establishing a tripartite commission within which the public authorities, employers and workers could revise completely labour legislation with a view to drafting a more consistent and suitable document for this stage in economic transition. In December of last year, I had an opportunity to take part in an African employers' conference in Dakar. The discussion focused on this transitional period, as we move towards market economies, and on the role of employers' associations at this time.

During this conference, a number of problems affecting the African continent were highlighted, namely, unemployment, which is rampant in most African countries and poverty which continues to increase as a result of scarce resources, and mismanagement. Also it became clear that the employers' organizations in many African countries were inadequate and that they were in need of assistance to help their development and enable them to play their rightful role in the next stage. This is where the ILO has a major role to play, along with the International Employers' Organization, in helping us to progress and providing support.

We are following with great attention the policy adopted by the Director-General of the ILO with the support of the Governing Body aimed at entrusting basic responsibility for the provision of technical aid and assistance to the tripartite offices to be set up in different regions, five of them in Africa. We hope that these offices will make technical cooperation more efficient and better adapted to prevailing conditions and to the real needs of the regions where they are located.

We also hope that the Organization of African Employers will play a major role, in cooperation with these offices, in strengthening the participation of employers in the economic development of the African continent.

We were pleased with the participation of the Organization of African Employers in the OAU Labour Commission which met in Cairo in April 1993 after adopting a tripartite structure. This is an important step which will enhance the standing of the Organization and its role in Africa.

We also expect a great deal from the OAU Assembly of Heads of State and Government to be held in Cairo this month, at which African leaders will be able to take note of the effective contribution that employers' organizations can make to economic development.

I cannot conclude this part of my statement dealing with Africa without casting an optimistic glance towards South Africa, which is really proceeding towards the abolition of the abhorrent system of apartheid. We hope that this year will be the last in which the Committee on Apartheid has to meet. We welcome the delegation of business people from South Africa, who came here as observers and who represent black and white organizations on an equal footing. I hope that their country will soon become a full Member of the Organization.

The role to be played by the ILO and the IOE during the next state is of paramount importance and we will certainly see an increase in the activities of the two organizations on behalf of the three parties during this transitional period, in which the countries of the world are moving towards a better international community where freedom, peace and prosperity prevail.

May the peace, the mercy and the blessings of God be upon you.

Original German: Mr. ENGLIS *(Workers' delegate, Slovakia)* – Allow me to address you on this my first time at the International Labour Conference as a representative of the largest trade union confederation of Slovakia. The process of transformation from a centrally planned to a market economy brings in its wake threat to the social situation of workers including, of course, our members. In this connection, the continuing concern shown by the International Labour Organization for the protection of labour and its recognition of the importance of the workers are a great source of support for us. We also very much appreciate the attention given by this Organization to the development of social welfare systems during the structural changes and transformations of our economy.

All this is reflected in Reports of the Governing Body and the Director-General on the activities of the ILO and was made even clearer by the holding of a seminar by ILO experts for our specialists. The recognition of the problems of social security in member States of the ILO is a source of inspiration and information which is of great help to us in the shaping of our own social reforms. The Confederation of Trade Unions of Slovakia considers it a priority in its relations with the International Labour Organization to ensure that in the future there will be full respect of all already adopted and ratified international labour Conventions, and we shall also ensure that they are incorporated into the national legislation of Slovakia.

Changes in political law following the separation of the Czech and Slovak Federal Republic into two independent States – the Slovak Republic and the Czech Republic – and economic developments during the first few months of this year created considerable tensions in Slovak society. It is with concern that the Confederation of Trade Unions of Slovakia has been following developments both in the social situation of the most vulnerable population groups and in the state economy. We have not yet managed fully to create the necessary basis for a revival in the country's economic life. Our concern has been further intensified by the fact that there are difficulties of communication between the Government and the trade unions. Increasingly cases are arising in which decisions by the Executive do not take into consideration recommendations made in relation to the compromises entered into by the three social parties in the Tripartite Council.

The reservations of the Confederation of Trade Unions of Slovakia concerning social change refer in particular to the absence of a carefully thoughtout and uniform reform of the social system, the absence of any overall employment policy and the underestimation of specific aspects of these problems.

The Confederation of Trade Unions of Slovakia has only in recent weeks developed a position on transformation in the social sphere and it is its intention to outline that position at its Second Congress to be held on 24-25 June of this year in the capital of Slovakia. Here a programme document will be adopted which will take into account the economic and social context resulting from the creation of an independent Slovakia.

In the spheres of labour relations, collective bargaining and employment, we are giving priority to extension and strengthening of the principle of contractual freedom in labour relations, and the strengthening of the role of collective agreements and bargaining, the granting of a realistic level of income, respect for the ban on forced labour, as well as cooperation with the social partners.

In the social sphere, the Confederation of Trade Unions of Slovakia is prepared to give its support to the creation of an insurance system under public law and the application of the principle of transparency of income as regards the insurance carriers, and the creation of a state social assistance scheme within the framework of which the State will provide subsidies and support for child welfare and for citizens who do not have the necessary income to meet their basic needs.

All this, of course, is only a very brief outline of our programme.

I would, however, like to assure you that we firmly stand by our position as defenders of democracy – defenders of the rights and claims of the workers and our members. Furthermore, the assistance, support and aid of the ILO in solving the above-mentioned problems will be of very great importance.

Slovak participation in mutual and reciprocal cooperation has been put into practice by the expansion of our Institute for Trade Union Education in Bratislava as a central training institute for all trade unionists and employers in the countries of Central and Eastern Europe, under the patronage of the ILO.

Original German: Mrs. ENGELEN-KEFER *(Workers' delegate, Germany)* – We now face the greatest economic and social challenges since the end of the Second World War.

The right to social security and a life of dignity, laid down in ILO standards, is denied to the large majority of humanity, more particularly in the developing countries, but not only there. What is particularly frightening is that ethnic conflicts and xenophobia are growing potentially more explosive. It is frightening to see how, in my country as well, violence is growing against foreigners.

Admittedly, the problems of the wealthy North are not comparable with those of the South which threaten existence itself.

But even in the rich industrial countries social problems have recently become more acute. Unfortunately, in the Report of the Director-General this is hardly touched upon. In the member States of the EC, for example, the proportion of those receiving unemployment benefits fell during the 1980s because of cuts. The average in the EC is already under the 50 per cent mark.

After the fall of active socialism certain social forces feel strengthened which wish in fact to dismantle social standards. Thus, even in the rich countries of the West, increasing numbers of people are forced into poverty. Even in the industrialized countries there are serious shortcomings in health care. As before, the sad fact is that if you are poor you will die sooner. In my country, for example, more than half of the workers have to retire early because of early invalidity. Since the population is ageing and family ties have limits, new systems will have to be developed for those cases where people must turn to outside help in old age when they need care.

As regards the setting up of such a system of guaranteed care, there is considerable disagreement. The dangerous issue here in this discussion is that solidarity between different social groups is more and more being called into question by those who wish to dismantle our social system.

We are also dealing with social problems which are categorized as "individualization". That is to say old social ties are loosened both within and outside the family. As a result of the traditional division of labour, women very frequently find themselves covered by the system of social protection via their economically active husbands. What is now needed is that women as well as men should have an independent legal right to social protection.

In the light of the chronically empty coffers, new concepts of funding must be created particularly to guarantee social welfare. The traditional taxes and contributions should be supplemented by, for example, the value added tax. In our country too, social security receipts are partly diverted to other public spending, as is stated in the Director-General's Report with respect to some developing countries, where they are used not for social, but military purposes.

Although social policy needs a new impetus, it is falling increasingly into a defensive position. In many countries of the North, there is an increasing trend to place the social burden of unemployment and economic adjustment programmes first and foremost on those social groups which are at the lower end of the income scale. In this way it is hoped to gain a competitive edge on one's neighbour.

This could, however, very rapidly lead to a downward spiral for all of us, as we have already seen once before in the past. The most important lesson from the past should therefore be, particularly in time of crisis, that the weaker groups in a population should enjoy preferential treatment, and that the ranks of the poor should not be swollen by cutting benefits.

In the shaping of social policy economic factors can, of course, not be ignored. But welfare provisions are not only cost factors. Rather they create a positive environment for economic development. Economic and social goals must be mutually supportive. In my country, for example, the direct costs of industrial accidents amount to more than DM30 billion, say some US$20 billion. The cost of industrial disease is much higher. These enormous sums could in the long term be saved by preventive social policy. One cannot repeat enough that preventive protection of workers and investment in the health and qualifications of human beings is beyond all doubt the most productive.

It is extremely disappointing, for example, to see that a large number of industrialized countries have not even ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102). This Convention makes in fact relatively modest demands and in fact allows for ratification by stages.

The Report of the Director-General is also laconic about specific proposals and action for the developing countries. It is a truism that the social security systems of industrial countries cannot be transferred wholesale to developing countries, nor should they be. This is an experience we in Germany have had to face as a result of reunification, particularly in the light of developments in the eastern part of Germany. In the light of the horrifying extent of poverty, particularly in Africa, and the degrading misery in which a large proportion of humanity lives even today, it is urgent to find solutions through actions of solidarity. Humanity has never had so many resources at its disposal to fight hunger and poverty. We can only succeed in this tremendous task, however, if we can mobilize the necessary common political will.

We have to face the central issue of whether the ILO, in trying to eliminate poverty, injustice and misery, can and should continue to play a leading role in the future. If we say yes, as I do, we must fight the battle ever more fiercely, and our activities must go beyond past concepts.

The war on mass poverty and inadequate social protection has to be waged on many fronts. I believe it is desirable in this field of traditional responsibility of the ILO to set up a specific programme of action. Here, for example, we could include such elements as the following:

First of all differentiated analyses of differences in wage trends; second, proposals that take account of the basic needs of the poorest classes of society, in particular the creation of jobs and guaranteed food supplies; third, proposals and assistance in the development of pension schemes. At the same time programmes of population policy and family planning should be strengthened because if we continue with absolutely inadequate and often dishonest population policies, we are faced with catastrophe; fourth, we must take vigorous steps to ensure that closer attention is paid to the social aspects of structural adjustment measures, particularly by the World Bank and the IMF; fifth, programmes should be devised to develop socio-political preventive institutions in the developing countries, and guidelines for the transfer of technology which takes into consideration the health of the workers, technology which the developing countries are urged to adopt; here the multinationals of course should be involved; sixth, plans should be made for reducing the administrative costs of social systems and improving their efficiency; seventh, it is absolutely essential for the trade unions and the employers to participate in the design of social security systems and their decisions. Regular information should be provided where social security institutions have to participate in the financing of other public expenditure and corruption is to be avoided.

Solidarity must extend over and beyond national borders. The hope for an international community which is characterized by justice and equality must no longer be based on illusions.

It is for us to prove that things can be otherwise.

Mr. SIMONS *(Minister of Labour, Suriname)* – It is an honour for me to convey the greetings of the Suriname people and their Government to all delegates to the 80th Session of the International Labour Conference.

We congratulate the President of the 80th Session on his election and we are sure that under his skilful guidance the Conference will proceed to it a successful conclusion.

The Director-General's Report focuses on the question of social protection which is becoming a central issue of economic development. One cannot ignore the pressing need to secure a decent human level of living in these turbulent times of technological, political and economic development. The ILO has long pursued this goal and has come from promoting employment-oriented development in the early 1960s to the basic needs strategy of the mid-1970s, and it has recently been promoting policy for monitoring and repaying the social debt in Latin America and the Caribbean region. The main reason for this is the notion within the ILO that economic growth, as it is usually measured by a number of macroeconomic indicators, does not automatically lead to higher levels of employment or living standards. Theoretical discussion on this has continually been on the agenda of various national and international forums. It is not theory, but the concrete living reality of millions of people who live in poverty, the adverse political situation that has developed as a result of this, the disappearance of the Cold War and the persistent efforts of the ILO that have created a shift in the atmosphere of the discussions on social protection and social security. Now even hard-liners are willing to sit down and discuss the problem of poverty seriously.

Of course this does not mean that all policy and decision-makers agree on the magnitude of the social problem, and on how and when to solve it. But the fact of the matter is that now there is a rather open forum to discuss this problem. Proof of this lies in the various initiatives that have been recently developed in the Latin American and Caribbean region, not only by the ILO but also by the IDB and the UNDP, which have created extensive forums to discuss these problems.

In this sense the Director-General has chosen the right time to draw the attention of the workers, employers and governments of the world to the question of social insurance and social protection. Within this wide context, it is possible to discuss several questions, one of which is the eminent importance of the relation between structural adjustment and stabilization programmes, equity, workers' protection and social policy in general. These issues have long been of major concern to the ILO. It has been stressed that the human factor is a crucial element in economic development. Poverty in our countries, the system of social protection and security and the problems associated with these, however, cannot be isolated from the need for economic growth.

The economy cannot be adjusted unless people bring this about. We ask people to adjust their ideas, their expectations, their needs and their standards of living. At the national level we try to change the employers and the workers, try to create a new investment and work culture, redirect production, improve productivity and management capabilities. We ask the consumers to change their consumption patterns. We ask the people to change the real economy.

In bringing about these changes, monetary measures are inescapable if we are to create a favourable climate for development, but these measures in themselves are not enough by far to bring about the changes that we want in the real economy. Trying to change the real economy just by monetary management will not bring about the development that is needed. The monetary imbalances of our countries are not simply the result of bad monetary policy in a structurally healthy economy but often the money image of a weak economy. This weakness is the result of national as well as international circumstances and has developed in the course of history. Policies based on a one-sided monetary orientation do not comprehend to the full extent the questions that an integrated development policy poses and are likely to produce only short-term effects at high social costs.

Economic growth in this area depends to a large extent on restructuring or adjusting the national economy, especially in the face of developments at the international level. At the same time it must be recognized that to be successful in the long run such an adjustment process must be accompanied by a complementary process in the world economy. There is need for a more equal system of international trade, less protectionism and a real transfer of capital and technology to combat poverty and unemployment in the non-industrialized countries.

At the national level it is necessary to do away with the macroeconomic imbalances which create a climate in which it is not possible to run an efficient business that is internationally competitive. But if the real economy does not change, the underlying roots of the monetary imbalances will persist and result in a situation of continued stabilization policy with prolonged high social costs that weigh heavily upon the lower- and middle-income groups. The political sustainability of such a development process then becomes a main political problem that impedes the continuity of economic restructuring. An important conclusion drawn from the experience of the past decade is that changing the real economy, changing production patterns on the basis of an integrated economic and social strategy, lies at the heart of a successful structural adjustment process. If we elaborate further on this conclusion, it makes sense to say that structural adjustment is not simply an economic process but implicitly assumes the existence of similar and complementary social and political processes.

The discussion that is going on now centres precisely on the need for broad-based development strategy that takes into account not only the economic but also the social and political aspects. The problems associated with these three aspects should be given equal weight and be dealt with at the same time because in real life they form a whole and are constantly reinforcing or impeding each other.

In this context there is a heightened awareness of the social and political aspects of stabilization and structural adjustment.

In the sphere of political developments, there is a need to move away from repressive methods of keeping income and other demands of the people in check. Although experience shows that popular support for austerity measures as part of long-term policy is minimal in a situation of prolonged and sharply declining levels of living, we are convinced that national consensus based on democratic principles is our only alternative. In our efforts to reach this consensus we must be willing to go very far and try to achieve this at least for the distribution of the social costs involved in economic stabilization and restructuring. This is the position of the Surinamese Government, a position which we think of crucial importance in a society that is trying desperately to keep the process of democratization on track.

The main platform for national consensus is that of tripartite consultation, where trade unions, employers and governments can reach consensus on policies to be pursued. The active support of the ILO in this process can make a significant contribution to reaching this consensus at the national level by facilitating the exchange of experience and putting its expertise in social security and protection at our disposal.

Protecting the basic rights of the individual and of the collectivity, strengthening and protecting the institutions for participation in the political process are essential to develop and sustain a growth-with-equity strategy for development. At the same time these aims are also the ingredients for sustainable political stability, in which investors and managers are able and willing to develop competitive economic activities and where workers, governments and employers can freely engage in bargaining on remuneration and social policy in general. In this way it is possible to prevent structural adjustment policies of deregulation and liberalization becoming a caricature, a one-sided policy that only measures growth as the success of the individual private business.

In the late 1980s and the early 1990s, the safety nets that have been constructed to protect the poorest strata of the population against the negative effects of stabilization and adjustment processes have prevented the emergence of a group of "new poor".

The increasingly wider attention that the issue of social security and protection has received directs our attention also to those aspects that may not have received enough attention in the past. The question of abuse of the social security and protection system, the effectiveness and the efficiency of the system, has come to the forefront of policy discussions on the social protection system as policy-makers try to keep social spending in check without diminishing real protection of the vulnerable groups. There is a need for more precise identification of target groups, better design of protection programmes and the creation of more efficient institutions in this field.

The ILO can play an important role in the tasks her constituency faces. The new approach to technical assistance does promise closer links with the member countries and a more integrated approach through the involvement of multidisciplinary teams in the various regions. We do support this new system while being aware that the preservation of the tripartite nature of the ILO demands special attention in this process of change. We believe that the ILO, as one of the oldest United Nations organizations, will be able to make this change in its internal work procedures.

Original French: Mr. AKENDENGUE *(Secretary of State for Labour, Employment, Vocational Training and Human Resources, Gabon)* – May I, on behalf of the Government of Gabon, convey our warmest and most sincere congratulations to Mr. Abdel-Hak on his very welcome election to the presidency of our Conference. I address these same congratulations to the other Officers of the Conference. I am quite sure that their skills will lead to the success of our work.

I also seize this opportunity to congratulate Mr. Michel Hansenne for his re-election to the post of Director-General of the ILO and for the rich report which he has submitted to the Conference.

Turning to this report, *Social insurance and social protection,* may I point out that a discussion of this matter is very appropriate for two reasons: first, social protection is one of the aspects of the policy of our States which has most suffered from structural adjustment programmes; second, the political changes affecting all African States today entail greater social demands for improved well-being.

Since independence our developing States initiated, to varying extents, social policies in favour of their populations. These policies, often modest, express the importance that each government attached to the well-being of its people. This effort fairly soon took the form of broader coverage of occupational risks, and the extension of this coverage to the whole of the population, in particular through the provision of free medical care for the poor and family benefits for rural populations.

Through these actions governments wanted to express their determination to extend to all sectors of the population the fruits of the economic growth that we were then experiencing.

Today, because of the multiple crises and constraints of the structural adjustment programmes, these policies are having great difficulty in surviving.

One of the points made in the Director-General's Report is that the countries which have the most reliable social security systems today are those with long-standing democratic traditions, where major changes in society are determined by consultation and agreement between all the social partners.

While it is true that our economic difficulties are obstacles to the development of our social security policies, it is also true that the harmonious and consistent development of these policies is possible only in the context of discussion and agreement among the organizations of workers and employers and the representatives of the State and all other national institutions.

It is the active participation of all these living forces that will determine how, and how rapidly, social protection is extended in each of our States, depending on the objective criteria defined and accepted by all. It then becomes possible for the decisions to take on the force of contracts which none of the parties can challenge unilaterally and which all will defend against outside demands.

The small size of the modern industrial sector of our Third World States is a major obstacle to the development of our social security policies. A reliable social security scheme cannot rest on contributors who represent no more than 20 to 25 per cent of the active population. Two solutions, among others, could be envisaged to remedy the situation: (i) a better exploration and exploitation of the informal sector; (ii) a better organization and leadership of rural populations.

According to the experts, the informal sector today is a potential source of jobs for the Third World, in general, and for Africa, in particular. But it is still not very well known and its immense potential is not yet exploited as regards social contributions.

This sector is home to a large percentage of the active urban population. Beyond supervision and organizational efforts, it is largely untouched by information or action as regards social security.

The rural exodus is still depleting our countryside. However, more than half the African population continues to live in rural areas. The policies of social coverage which have been initiated for them are limited to free medical care and assistance for large families. These benefits are financed by state subsidies. These are impoverished people without resources, who are unable to contribute to the financing of their own social protection.

An attempt at a solution would be to find ways of bringing this social category out of its impoverished state, encouraging the emergence of a class of farmers capable of financing part of its social coverage through its own work. The employers' and workers' organizations, governments and the ILO have also a great leadership role to play.

What can be said of clandestine workers, often immigrants or refugees, who not only accept wages below the legal minimum wage, but for whom the words "social security" are never mentioned in their relations with their employers?

All these concerns must be addressed for us to have a credible policy of social coverage in our States. A suitable response would be enlarge the number of contributors by reducing as much as possible the number of needy beneficiaries.

While recognizing the role of the State as a guarantor of the people's well-being, we are convinced that any social security scheme should be based, first and foremost, on a large number of insured people.

The Government of Gabon also welcomes the inclusion on the agenda of the item on the role of the ILO in technical cooperation.

When this item was last discussed by the Conference in 1987, emphasis was laid, inter alia, on the importance of tripartism in the design, follow-up, and assessment of technical cooperation projects. A project will in fact be more in line with what is expected of it by the people if all the social partners are involved in it. This fact is all the more obvious because our populations are in the thick of social and political change.

The involvement of workers' and employers' organizations in the sectoral employment policies of the State is an imperative and guarantees lasting social peace.

Tripartism, however, requires that employers' and workers' organizations should be better prepared for their role, that is, better organized and more aware of the real interests of their members.

We believe that the ILO should increase its efforts to encourage the promotion of responsible trade unionism in this new democratic environment.

The Government of Gabon can only welcome the active partnership policy, meaning the decentralization of the International Labour Office to bring it closer to its member States.

We remain confident that this new approach will enable the Organization better to pinpoint the particular needs of each State and consequently to initiate projects that correspond better to our development needs.

Mr. TAN *(Employers' delegate, Philippines)* – On behalf of my delegation I congratulate the President, Vice-Presidents and other Officers of this session of the International Labour Conference on their election to office, which is indeed a tribute to their competence and dedication to the mission of the International Labour Organization.

Today, as in the past, as it will be in the future, we shall grapple with the outstanding issues that centre on the promise and fulfilment of social justice. These issues will continue to test our capacity for consensus, not least the need for social insurance and social protection so ably discussed and dissected by the Director-General in his splendid Report.

As we engage, therefore, in this global debate, we are reminded that this subject can touch on the raw nerve of the toiling masses, especially the young on whose shoulders will fall the primary burden of subsidizing the cost of social protection. But even as the issue is addressed in various ways by different nations, the minimum of state responsibility demands that a government must insure its citizens against the hazards of death, disability, disease and old age.

In the Philippines this concept has found expression in the Social Security Act, promulgated on 16 June 1954, that has since been amended several times to expand social security benefits to cover members in keeping with the tempo of rising expectations. Yet, as we reflect on what the Director-General suggests as a reasonable social safety net for all individuals, the uneven stages of development and resources of nations cannot be ignored when the question is faced as to whether social insurance or protection of one form or another should be established.

But it must be stated with vigour and conviction that no government or society, however poor, would not set as a priority the health and happiness of its citizenry. These proceeds from the venerable philosophy of *pater familias* which obligates a government to act as would a father of a family to advance the general well-being of its members. In clear and unmistakable terms the Constitution of the Philippines declares that "the State shall promote a just and dynamic social order that will ensure the prosperity and independence of the nation and free the people from poverty through policies that provide adequate social services, promote full employment, a rising standard of living and an improved quality of life for all".

Since the promulgation of the Social Security Act of the Philippines in 1954, the system has extended its coverage to 13.2 million members throughout the archipelago, with combined assets of 76.4 million pesos. In pursuit of the ideal programme of social protection, it aims to enlist as members not just formal-sector workers, but the self-employed such as farmers, fishermen, home-based workers and housewives. For a country that has a majority of its people living below the poverty line, and 40 per cent of whose budget is allocated for debt service, the social security system in place, while it is far from ideal, is a modest reflection of a social conscience that even the poorer nations are capable of possessing.

We are aware of the international labour Conventions that mention the nine pillars of social security. Except for unemployment benefit, we have the others available in small measure. Nevertheless, the vision of a social utopia continues to attract policy makers. But the painful truth is that the race to overcome a forbidding future for our people will not be won if we remain hostage to international pressures that cannot leave us to our own devices in our pursuit of economic development.

In the ultimate analysis, the crucial question that we all must answer is: what will it take to bring us to this social paradise? The Report discounts economic prosperity alone or full employment as the *sine qua non*, nor better governance of a country and its institutions, but a combination of all these, with technical cooperation and international assistance as the catalyst of this heady prescription.

There is no reason for us to quarrel with this total approach, but to a developing country like the Philippines, full employment is a priority in its national agenda. Economic prosperity is a reality devoutly to be wished. Both may not be the *sine qua non* of social insurance and protection, but they will put us ahead in the lifelong battle against poverty. Toward this end, the systems and schemes of developed countries, as stated in the Report, cannot be wholly transferred to developing countries. Indeed, like wine, they could turn sour when transported from Europe to Asian shores.

In like manner, the penchant for saddling employers with payroll taxes, which has become the preoccupation of some members of our legislature, must be restrained. As observed by a student of labour relations, worker protection by legislation is not objectionable *per se*. In fact, only the most unrepentant capitalist would find it distressing. But the policy-makers should bear in mind that such an oversupply of enthusiasm for legislated protection will undercut a country's competitive edge, simply because it cannot legislate for its competitors. As we tie our hands with laws that are more honoured in the breach than in their observance, we legislate ourselves out of the market. We close the curtains on windows of opportunity in terms of jump starting our economic growth.

We must then set our priorities right before we embark on endeavours that feed merely on our dreams of better times. If there is one message that we recognize in the need to provide a people with minimum standards of pensions, social security and its varied benefits, it is that there are burdens to be shared by all. Those who have given of their resources ahead of others should be credited with laying the foundations of social stability, and it is but fair that those who come after them should translate a simple sense of gratitude into a programme of sharing and caring.

This demographic pattern of succession in equalizing social benefits and responsibilities is the enduring legacy of mankind since time immemorial. It is a legacy of justice and compassion of continuity and hope. For it is written in the Good Book that "one generation may pass away, another generation comes, but the earth abides forever".

(Mr. Badey takes the Chair.)

Original Spanish: Mr. HERRERA TORRES *(Workers' delegate, Costa Rica)* – I should like to begin by congratulating the President on his election, and Mr. Michel Hansenne on his re-election as Director-General. I wish them both every success in their posts.

I come from a country in which we have always been taught that we are somehow different from the other nations in our continent.

Perhaps this was true in the past, or at least this was the intention of those who governed us, because when social guarantees and labour legislation were adopted at the beginning of the century, they marked a significant advance in the conditions of life and work of our workers.

We say this because, sharing the concern expressed by the Director-General in his Report concerning the impact of current economic policies on social affairs, our experience shows how it is possible, through the dazzling effects of the supposed results of macroeconomic growth, to mortgage and sacrifice social development such as our own, which was an example to the entire Latin American region.

That promising beginning did not go any further. The institutions created began to have conditions and limitations imposed on them and the Costa Rican State moved from being one which promoted social development to one which had to provide assistance to the poorest sectors of our country which are now in the majority.

The limitations, irresponsibility and loss of principle of a large part of the political class of my country which distanced itself from the ideals that it claimed to respect have led us irresponsibly to decline and weakness, like the other countries of Latin America.

Faced with a growing historical crisis, a hegemonistic and exclusive model has been imposed on us marked by the so-called economic structural adjustment programmes which have been promoted and even imposed by the IMF – a body within the United Nations system – and which is based on neoliberal thought which makes mankind a mere piece of merchandise subject to supply and demand in a market which is worshipped and magnified in an absolutely pernicious and ridiculous way.

The dismantling and the sale of state institutions to the supposedly effective private sector, which in fact is far from being so effective, without any definition of a new participatory and consensus-based state model, have resulted in a veritable denationalization and surrender of sovereignty in both strategic national spheres, and essential services.

If the income from privatization was effectively and rationally used for development, then we might even be able to overcome some of the limitations with a sense of expectation. But what is lamentable is that the income from privatization is either used to pay the external debt or is lost in unaudited national budgets which are inconsistent with the basic and urgent needs of our people.

The "modernization" of our nation, according to the dictates of neoliberalism, has led us to a fall in our national projection of 9.1 per cent, an increase of 179.5 per cent in prices, an increase of 9.4 per cent in official unemployment, a fall in real wages of 40 per cent, a 53 per cent level of poverty and a public debt which exceeds 114.5 per cent of the GDP.

Health conditions in Costa Rica, one of the vaunted examples of our national achievement, are beginning to deteriorate with the substantive reduction in the health budget and the return of endemic diseases eradicated in the past. This is the alarming case with measles. In 1990 we had only 70 cases annually whereas in 1991 we had 3,566, cases of which 21 resulted in death. In the same year the number of cases of malaria doubled.

The so-called programme for the reform of the State became a programme of massive lay-offs of civil servants which, aside from failing to resolve the essential problems of the State, has created new and serious conditions of social deterioration and explosion, has contributed nothing to production and has increased unemployment and the size of the informal economy.

My country, which is one of the so-called standard-bearers of justice and international law, behind the sleight of hand of abrogating articles 333 and 334 of the Criminal Code, which restricted the right to strike in the public sector, is now imposing on us civil service legislation which eliminates in practice the employment relationship and converts it into a kind of statutory relationship which gives pre-eminence to the interests of the State and restricts the basic rights of workers.

There is an arbitrary restriction in my country of labour stability and the exercise of basic rights by workers. Although my Government has been requested by the ILO to implement faithfully the Conventions which it has ratified, this has not yet been possible because, notwithstanding the existence of laws which are supposedly consistent with the provisions of these Conventions, no texts have been published to regulate them and as a result it is highly questionable whether or not many of these Conventions or Recommendations are actually in force.

On the other hand, the flood of new laws which are linked to privatization and others which benefit economic sectors of our society are expeditiously adopted and endowed with their respective regulations.

Our country, if it was never an exception, is all the less so now, and we cannot exclude it from the lamentable reality that makes up the whole Latin American region.

A lot was said about Latin America in past decades when the doctrine of national security was widespread in our continent, encouraging and nurturing dictatorial regimes which practised genocide and systematically violated the rights and freedoms of workers and peoples. Today, we view with deep concern the fact that if and when Latin America is mentioned, it is in terms which suggest that we have already achieved democracy, freedom, and have actually begun our development.

In all objectivity and with great pain, we have to say that in Latin America, behind certain outward forms of democracy and certain kinds of freedom, trade union leaders are still being murdered, workers' organizations are still being suppressed, people are still being locked up for freely expressing their ideas and new and even more aberrant forms of poverty and marginality are still being imposed on us.

The Latin American Commission on the rights and freedoms of workers and peoples published an extensive report in 1992 based on United Nations statistics which showed that more than half of our homes lack electricity and a that third do not have drinking water. But what is most painful and cruel and what makes us fear for our future is that 84.5 per cent of our children are suffering from malnutrition and in nearly 45 per cent of these cases, the malnutrition is serious and having grave physical and mental consequences.

The crisis of the past has now been compounded by the negative consequences of the application of the neoliberal model. This is a crisis and consequences which also affect workers' organizations, which are often subject to outside interests or to those of other sectors, with serious limitations being placed on the full participation of and commitment to the workers.

But more than a reality which oppresses us, it is a serious and disturbing vision of the future which is shaped by injustice, oppression and a lack of freedom. It is here that an organization such as the International Labour Organization must assume in full its commitment set forth in its Constitution to fight for social justice as the essential basis of peace and freedom.

Finally, in this difficult but very honourable challenge, we should like to assure the Director-General of our firm commitment and support as we move beyond the rhetoric of speeches and face up to reality, placing the suffering of workers and the least advantaged sectors over bureaucratic requirements so that every day brings greater respect for pluralism, as the only means of ensuring the application of democracy, overcoming individual interests so that we can all face the passionate challenge of not blindly following the trends that are imposed on us but moving forward with our commitment to bring about the full development of man and every man.

Mr. MAKEKA *(Employers' delegate, Lesotho)* – Allow me at the outset to congratulate the President on his unanimous election to the presidency of this 80th Session of the Conference. Our congratulations are equally extended to the Vice-Presidents who we trust will assist him in guiding the deliberations of this Conference to a successful conclusion.

May I also congratulate the Director-General on his re-election for another term of office and more specifically for his lucid and concise Report on the state of affairs of the ILO, particularly in as far as social security is concerned.

My country has recently gone through a democratic process of multi-party elections, which ushered into power a political party and marked an end of military rule. It is interesting to note that the erstwhile opposition party won all the seats in Parliament which means that there is no opposition in Parliament. This in itself puts a strain on our young and fledgling democracy. As employers, we fully associate ourselves with this democratic process and we can only hope that it will further spur our strides in strengthening and entrenching tripartism among the three social partners. We are concerned, however, that in a one party state or democracy the tendency is to promote the interests of one social partner at the expense of the other, and consequently to the detriment of the whole economy.

It is important for the ILO to double its efforts in technical assistance to strengthen tripartism in my country, as it is this tripartism which can safeguard this recently won democracy and in fact strengthen it. We have noted with interest that the Director-General in a paper put before the Committee on Technical Cooperation recognizes the importance of strengthening workers' and employers' organizations in developing countries, particularly in the least developed countries, to enable them to discharge their roles as meaningful social partners in the economic development efforts of our respective countries.

I must emphasize that this strengthening should equip us with capabilities to handle market economy demands such as understanding economic issues which have a direct bearing on social issues. It has to be pointed out though that the workers are already receiving the lion's share of economic assistance, particularly in as far as training is concerned. The time has come for an equitable balance to be struck in assisting the three social partners through their organizations.

Let me conclude this part of my remarks by adding a word of caution against making ILO technical assistance conditional on observance of ILO standards. All constituents of the ILO want to adhere to ILO standards, but we have to face the reality that some of these standards are simply too high for some of our developing countries to meet. Our failure to ratify Conventions at the rate expected testifies to this. On the contrary, we should be assisted so as to enable us to observe the standards and not the other way round.

When we talk about social security, employers in my country become apprehensive because of an assumption that employers are expected to shoulder the burden. Lesotho does not have a social security scheme, not because it is not needed but because for the past four to five years the Government has been advising its social partners that it was awaiting an ILO study on the most suitable and appropriate system. We have advised our Government that as employers we support the idea of social security scheme in the form of a national pension or provident fund scheme for the working people, to which employers and workers are to contribute equally. We must emphasize that the three social partners should have equal say in the use, disbursement and investment of the funds of the scheme. We are wary of situations where schemes of this nature are said to have run out of funds because of misuse of funds by governments. We also want to point out that we are not in favour of any idea of a social security scheme that is to cover non-contributing beneficiaries.

Last but not least, the new Government has assumed power at a time when a new Labour Code has come into force in my country, some two months ago. This Code, prepared with the assistance of the ILO, went through the tripartite mechanism. While in general we support the thrust of the law, we have to point out that it has introduced innovations with which we disagree, in that they run counter to market principles and merely impose standards which can hardly be met by most of our fledgling employers. We trust and hope that the new Government will take into account our concerns when reviewing this Code, and we call on the Government to consult its social partners, particularly the employers, when seeking ILO assistance in this regard.

Original Turkish: Mr. MERAL *(Workers' delegate, Turkey)* – First of all I would like to congratulate the President on the occasion of his unanimous election to chair the 80th Session of the International Labour Conference. I would like to state that we are certain that under his competent leadership at this year's session of the International Labour Conference successful results shall be achieved for workers, all toiling people and our world.

We consider it very important that the Report submitted to the Conference by the Director-General addresses the subject of social insurance and social protection at a time when the understanding of social welfare States faces severe attacks in many countries. This Report re-emphasizes the importance and responsibility of the ILO in this area under the present circumstances.

In our world the importance of the ILO in the struggle for bread, peace and freedom is forever growing. The tasks of the ILO and the United Nations concerning peace in the world are multiplying. In today's circumstances, when ethnic conflicts and confrontations are increasing, the ILO has a very important role to play to change the double standards predominating in the foreign policies of the major countries of the world. It can help in the prevention of "ethnic cleansing" policies in Bosnia and Herzegovina, of attacks against Azerbaijan, and of racism and xenophobia in some European countries. It can help achieve lasting peace and tranquility for all workers in the countries of the Middle East. Racism and ethnic confrontations that have been revitalized today constitute the most important threats to all workers and peoples. A most violent episode of these attacks recently took place in Germany against our citizens who, by their labour, have contributed much for many years to the German economy.

While responding with anger to this inhuman attack, we observe with satisfaction the positive attitude of the German trade union movement and of the great majority of the German population. We are for a just peace in our country and in the world, paying due respect to human rights and the rights of workers.

We believe that the ILO is responsible for the important task of securing the realization of the new economic and political developments and integration at the global level, without harming workers and all humanity. Workers and employers in general constitute an ever-increasing proportion of the world's population. Thus any step taken by the ILO in favour of workers means a step forward for the benefit of all humanity.

In Turkey workers and other employees face continuous and systematic assault, based on the most blatant violation of international labour standards. The coalition Government that was formed after general elections in 1991 has not fulfilled its promises concerning the democratization of the country, even after almost 20 months in power.

Turkey is still forced to live in a strait-jacket that it was forced into by the 12 September military rule. The concept of the Welfare State, which is enshrined in the Constitution, is not being put into practice. The State does not fulfil its tasks, especially as regards the growing ranks of the unemployed. On the eve of the twenty-first century there is still no unemployment insurance in Turkey.

Legislation is still in force that was promulgated under military rule and that blatantly violates freedom of association, the right to freely engage in collective bargaining and the right to strike.

Convention No. 98, ratified by Turkey in 1951, is still being violated. Employers dismiss workers who exercise their right of association without any valid reason. Convention No. 98 can only be effectively enforced together with Convention No. 158. Thus, we believe that the most effective means of preventing the continuous violation of Convention No. 98 is through the ratification of Convention No. 158. A measure taken last year to ratify this Convention was vetoed by the late President. However, the coalition Government has not yet taken the necessary steps to ratify the Convention following this veto.

Many employees in Turkey are employed with the status of civil servants, and are thus deprived of the most basic trade union rights. The freedom of association of these employees deriving from Convention No. 98 is restricted by administrative decrees and measures, and their right to collective bargaining is restricted by the Act concerning civil servants.

The right of association of public employees employed as "contract personnel" was cancelled by Decree No. 399, which has the force of law. This ban has been prolonged by Act No. 3771, promulgated by the coalition Government.

It is also impossible to reconcile the campaigns carried out by the Government in the mass media under its direct or indirect control to discredit the trade unions and their members in public opinion with ILO standards, or with the Constitution of the Republic of Turkey.

The 1982 Constitution, Act No. 2821 concerning trade unions and Act No. 2822 concerning collective labour agreements, strikes and lock-outs were all promulgated under military rule and are all still in force. They violate international labour standards and the ILO Conventions ratified by Turkey, and destroy free trade unionism, free collective bargaining and the right to strike. TURK-IS demands the complete amendment of this legislation and its democratization, and the termination of all anti-democratic intervention and regulation by the Government. At the same time, in circumstances where unemployment has dramatically increased and no job security exists, necessary measures should be taken to prevent the formation of scab unions under the control of the employers.

The restrictions enacted during the 12 September military rule and imposed on the right to strike are being effectively utilized by the coalition Government. Strike bans apply to many branches of industry. The coalition Government has suspended some strikes and resorted to binding arbitration. The coalition Government has acted as a strike breaker in some public enterprises.

The Government of the Republic of Turkey continuously violates the Labour Clauses (Public Contracts) Convention 1949 (No. 94), ratified in 1960.

Many officers and members of trade unions in Turkey, workers or civil servants are being charged and sentenced to fines and prison terms under the legislation of the 12 September military rule, on the pretext they resorted to legitimate industrial actions which are their most basic democratic rights.

Because of the fact that workplace inspections are considerably inadequate in Turkey, industrial accidents and occupational illnesses are an important problem. On the other hand, interference by the Government in social insurance systems financed solely by the contributions of employees and employers creates other important problems.

As workers, we oppose all forms of terrorism and separatism based on racism. However, we also oppose all anti-democratic oppression imposed on workers and people in general in Turkey owing to certain incidents of which we in no way approve. TURK-IS demands democracy immediately, everywhere and for everyone.

If trade union rights and freedoms in Turkey are reformulated in line with ILO standards, Turkey will set an important example for the countries of the Middle East and the new Turkic states.

We perceive the ratification of ILO Conventions Nos. 59, 87, 135, 142, 144 and 151 last year by the coalition Government as an important demonstration of good will. However, the lack of steps to amend domestic legislation to bring it in line with these documents, and especially the continued violation of Convention No. 98, show that we should not be too hopeful.

We welcome the reinstatement to DISK – the Confederation of Progressive Trade Unions of Turkey – of all of its property following its reactivation as an important and positive development with respect to the democratization of our country.

In Turkey, TURK-IS is the representative of all employees and workers. In the event violations of ILO standards in our country should continue, TURK-IS will make its power felt more effectively through legitimate and democratic means. During this struggle we request international solidarity from all workers.

If in 1993 the promises made to the workers and trade unions by the coalition Government and all political parties are not kept, if the anti-democratic remnants of the period of military rule are not eradicated, if the labour legislation in our country is not harmonized with international labour standards, TURK-IS will make a representation to the International Labour Office against the Government of the Republic of Turkey for non-observance of ratified Conventions, in accordance with article 24 of the ILO Constitution.

Original French: Mr. SALISSOU *(Minister of the Public Service, Labour and Employment, Niger)* – It is a great honour and a real pleasure for me to take the floor before this august assembly and convey the cordial greetings of the Government and the people of the Republic of Niger. May I associate myself with those who have spoken before me to present to Mr. Abdel-Hak my sincere congratulations and those of my delegation on the occasion of his very welcome election as President of this Conference. We are quite sure that thanks to his experience and intimate knowledge of the International Labour Organization, the work of this 80th Session of the International Labour Conference will be crowned with success. I would also like warmly to congratulate the Vice-Presidents of the Conference and assure them of our full cooperation in the debates. Finally, may I congratulate the Director-General for his re-election and for the quality of Report that he has been so kind as to submit to our appreciation.

My delegation is also very pleased to welcome those countries which have just joined the International Labour Organization and who are participating for the first time at this Conference.

The Director-General's Report, *Social insurance and social protection*, meets the concern of the day and shows how the ILO is tackling this problem with realism and objectivity.

My country has ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102), on 9 August 1966. This ratification was limited to the coverage of three risks, namely old-age pensions, family benefits and protection against occupational accidents and diseases. Coverage only included civil servants and those working in the modern formal sector, as the Director-General has pointed out so well in his Report when describing the situation in developing countries. Thus as you can see that in the 27 years following the ratification of this Convention, the level of social protection has not changed. The reasons for this inertia are economic and above all political in nature.

In fact, since its independence, Niger, which has experienced 30 years of a one-party government and military dictatorship, only three months ago entered a new era of its political history with the coming of a pluralist democracy.

The single-party and military governments which ruled Niger for the past three decades never accepted internal dissent or tripartite dialogue which is a *sine qua non* for any economic and social development, and could not, therefore, whatever the economic situation of the country, introduce a social welfare policy which was worthy of the name.

It is only three months ago that Niger introduced truly democratic institutions and this was the culmination of several years of strenuous struggle by the people of Niger, in general, and the workers of Niger, in particular, led by the Labour Confederation of Niger.

The Government of the Third Republic, that is my great honour to represent here, has already presented to the National Assembly its declaration of general policy, a declaration which was adopted by an overwhelming majority. Among the priorities set out in this declaration, an important place is given to improving the living and working conditions of workers and of the whole of the population. The main points of the social policy of the Government of the Third Republic cover the three sectors which are essential for any social development policy, that is, education, health and full employment.

On employment, for example, the Government intends to implement a policy of encouraging private initiative and creating jobs through labour-intensive projects, while encouraging enterprises to train and take on young graduates by providing financial and tax incentives to young entrepreneurs. As regards the rural population, it is going to lay stress on small-scale irrigation, the protection and the rehabilitation of soil and also the promotion of small family enterprises for processing agricultural products.

As regards social security, at the present stage of our country's economic and industrial development, the Government's action is aimed at consolidating what has been achieved by improving legal instruments and the administration of the national social security institute. It is in this context that my ministry intends very shortly to examine the drafts for the revision of the social security texts adopted since the last sovereign national conference, and to submit them to the competent authorities for adoption. Regarding improvements in the administration of the national social security institute, my Government has adopted a restructuring plan, and obtained financing in April 1993 from the World Bank for a financial audit which will complement the actuarial study carried out by the ILO in 1991.

Turning to the programme of activities proposed by the Director-General at this session, my delegation supports firmly the "active partnership policy" which will bring the ILO closer to its constituents through a better understanding of their priorities and their needs by a continuing dialogue at the country level. The system of multidisciplinary teams proposed by the Director-General will, I expect, make up for certain shortcomings noted in the past few years in the ILO's interventions in member States.

Contrary to other United Nations agencies, I feel I have to point out that the ILO is less present in member States. However, today, at a time when the economic situation of our States is making it more and more difficult to implement a social policy, the assistance of the ILO is more necessary than ever. I venture to hope that the new direction that the ILO's technical cooperation is going to take will make it possible to achieve the objectives of the Organization.

My delegation welcomes, too, the proposals to reduce the length of the International Labour Conference at its next sessions. The adoption of this recommendation will enable developing countries to participate *en masse* and effectively in the work of the Conference.

Apart from the discussion of the Reports of the Director-General and of the Governing Body, the agenda of the 80th Session of the International Labour Conference contains three items of very great importance.

Concerning the prevention of major industrial accidents, submitted to the Conference for a second discussion, my delegation considers that this is the right time to adopt international labour standards on this subject. Numerous industrial disasters which have happened in recent years should be weighing on the conscience of the international community.

My delegation fervently hopes that the Conference will adopt the corresponding instruments because we believe that scientific and technological progress should be an instrument for the protection of people and their environment, and not a threat to their health and lives.

The long-standing economic crisis of recent years and technological progress have turned upside down the structure of the labour market everywhere in the world. With the worrying increase in unemployment caused by the closing of undertakings, cutbacks in staff and the arrival of young graduates on the labour market, the question of part-time work has become a subject of concern in employers' circles and among governments and jobseekers. It is seen as a remedy to the employment crisis. However, the acceptance of this system as a way of solving unemployment problems requires a minimum amount of caution, bearing in mind that it sometimes has negative effects on the social protection of workers. This is why the adoption of an international instrument that is flexible and can be applied in all member States is very necessary.

Finally, I would like to close with a reference to a subject of concern to my Government and which fortunately is on the agenda of this session, and that is the role of the ILO in technical cooperation. As you know, the implementation of international and national instruments for the protection of workers requires the introduction of a certain number of legal, institutional, technical and other means in our States; in our present economic situation, we are not in a position to provide these means. The Report of the Director-General on this subject has very well described the problems facing African countries. This is why I make an urgent appeal to the ILO to redouble its technical assistance efforts to our States.

I cannot conclude my statement without thanking all the delegates present at this Conference for the confidence placed in us by electing us as a member of the Governing Body of the ILO. Rest assured that my Government will spare no effort to merit that confidence.

Original Portuguese: Mr. LANCA *(Workers' delegate, Portugal)* – I should like to begin by congratulating the President on his election which will ensure that the 1993 Session will achieve positive results.

At a time of grave crisis, resulting in the loss of millions of jobs and increasing poverty, social exclusion and marginalization, the Director-General's Report and the topics selected for debate are particularly relevant.

Under these conditions of social crisis affecting virtually all countries, social protection and security are, for a growing number of workers, the only source of subsistence and the only thing between a life with minimum dignity and the alternative of extreme poverty and social exclusion.

In Portugal, too, a country with one of the European Community's lowest living standards if we compare its per capita GDP with those of its Community partners, this issue is definitely on the agenda.

In terms of social protection, Portugal is one of the countries devoting the smallest percentage of their gross domestic product to this very sensitive area. It allocates at present 17 per cent, whilst the OECD average is 25 per cent, as we note from the Director-General's Report.

Unemployment is growing as a result of the total or partial closure, bankruptcy or restructuring of many companies, which invariably lead to job losses. The number of workers who are in work but whose wages are in arrears is also increasing again.

According to the definition of "poverty" established by the EC, Portugal has more poor people than any other EC country. One result of this is the emergence of child labour. It is estimated that there are some 30,000 children under the age of 14 at work.

We welcome the various initiatives proposed in the Director-General's Report for the countries of Africa, Latin America and Asia, but we would urge you to take a closer look at what is happening in Europe, and particularly in Portugal.

From our own experience, we can testify to the fact that the need for social security has not diminished. On the contrary, its development, improvement and adaptation to cover new social risks is needed now more than ever.

Portuguese workers are vitally interested in developing the existing social security system in Portugal on the basis of the principles laid down in the Basic Law, namely universality, equality, efficacity, solidarity and participation.

Ours is a system with a reasonable coverage of social risks, but with a very low level of benefits.

There are also problems with the way in which the system is funded. In the first place, the State has not met its legal obligations concerning the social security funding, particularly with regard to the non-contributive system of social measures. Because many benefits are universal, we need stronger financing to cover the whole population and therefore these benefits cannot be financed exclusively by contributions deducted from workers' wages. Secondly, the volume of employers' debts – deductions in arrears – is extremely high, being estimated at some 300 billion escudos, or US$2 billion. This situation can only deteriorate as economic activity slackens and industrial recession deepens.

It is common practice not to declare wages and thus avoid deductions. There is also the very real scandal of the proliferation of supposedly self-employed workers, who are actually wage-earners. But the social security system has done little to remedy this.

As a result of all this, there are now cases in which payments are long overdue, threatening the very system, and there are many workers whose wages are in arrears. This opens the way to privatization, which would oblige individuals to arrange their own protection against social risks. No one of good faith will doubt that this would be a very serious retrograde step.

For Portuguese workers, social security is an essential tool for creating social solidarity and cohesion. Workers will fight to protect the existing system and will demand greater participation by trade unions in the system's management, as the country's Constitution demands. The way forward is to expand and improve the social security and protection systems, not to cut them back. States must not adopt an incomprehensible and deplorable neutrality in the face of the absence of social protection for their citizens.

There are other issues which, while more general in nature, are still matters of serious concern to workers in my country. This is the case with the war in Angola, to which we are particularly sensitive for historical reasons. That is why we welcome the efforts made by the international community to achieve peace in Angola, and particularly the recent United Nations Resolution which renews the mandate of the peace-keeping forces and unequivocally condemns UNITA's belligerent attitudes and its calculated contempt for previous United Nations Resolutions.

At this session of Conference, we have seen countless examples of violations of human rights and of the right of peoples to self-determination. We, the workers of Portugal, cannot fail to express our most profound indignation and revulsion at the violent and repressive occupation of East Timor by Indonesia. We demand the release of Xanana Gusmao and all political prisoners, and we appeal to your solidarity with these victimized people.

Original Russian: The PRESIDENT (Mr. Badey) – I give the floor to Mr. Pasaribu, Workers' adviser, Indonesia, for a point of order.

Mr. PASARIBU *(Workers' adviser, Indonesia)* – I beg your indulgence for taking the floor on the point of order. The Workers' delegate of Portugal has strayed from the topic under discussion, that is the Report of the Director-General, *Social insurance and social protection*. Moreover, this august body is not supposed to deal with political questions which are of the competence of relevant United Nations bodies.

Had you given me a chance to speak earlier I would have requested you, under Article 14 of the Standing Orders, to direct the speaker to confine his remarks to the subject under discussion.

Seventh Report of the Selection Committee: Submission and adoption

Original Russian: The PRESIDENT (Mr. Badey) – The next item on our agenda is the seventh report of the Selection Committee (published in *Provisional Record* No. 5F). If there are no objections, I shall take it that the report is adopted.

(The report is adopted.)

Reports of the Governing Body and of the Director-General: Discussion *(cont.)*

Original Arabic: Mr. BENHAMOUDA *(Workers' delegate, Algeria)* – In the name of God, the Merciful, the Compassionate! I would like to congratulate the President and the Officers on their election and to express my thanks to the Director-General of the Office for the important reports which have been submitted to us. I would also like to congratulate the Director-General on his re-election.

The Report on social insurance has given rise to a certain number of questions, thoughts, concerns and hopes. The majority of the countries in our world are suffering under the weight of debt, economic recession, increasing unemployment and demographic growth. These are realities which affect particularly the developing countries.

To raise the question of social insurance and social protection is most relevant at this stage since it is very closely linked to the questions of structural adjustment, employment and the issue of rights and freedoms.

Structural adjustments imposed by the international financial institutions have very serious repercussions on social security, as they reduce the financial resources available for social funds and they lead to the dismissal of workers and to belt-tightening in public spending. These adjustments are thus not helping social funds grow where they already exist, and in those countries where such funds do not exist, they create further obstacles to their creation.

Social insurance and social protection are closely linked to unemployment and purchasing power. Let us assume that all the required technical conditions are met in an enterprise. Skilled manpower is available, and production abundant, but the marketing of products is made impossible because of the deterioration of purchasing power and because of unemployment. What then will be the fate of such an enterprise? It will accumulate stocks, become insolvent and go bankrupt. The social security fund will thus be deprived of its contributions. If such a development takes place, and it indeed does in many developing countries, what then is the fate of the social security funds?

We at the General Union of Algerian Workers feel that the contributions of the State and of enterprises to social security funds are to be considered an integral part of wages. Consequently, it is one of the rights of workers to be able to participate in the management of such funds, in the monitoring of such funds and in the development of their strategies. These strategies should not be implemented solely from the economic point of view of the role of employers and governments, although we are convinced of the need to audit them through national systems to keep account of them.

We feel that we should speak of deductions from wages rather than contributions. In other words, these resources are the workers' resources, and therefore it is their right to manage and control them. How is this possible, though, especially in those countries where freedom of association is forbidden or exists in a distorted form? Social security is linked to the whole concept of trade union freedoms, freedom of association and social justice. If there are no real trade union organizations, it is impossible to develop jointly social security strategies, and resources deducted from the workers' wages would then be under the management and control of others.

An important item on the agenda of this Conference concerns part-time work, which is closely linked to social insurance. With part-time work we lose capital as regards acquired experience, and the loss of permanent jobs increases with negative repercussions on economic growth, depriving the social security funds of important and necessary financial resources while increasing their expenses.

Part-time work does not make it possible for workers to be members of trade union organizations. This is another means of violating the rights of workers and weakening union activities. To be a member of a trade union association means that there has to be continuity in one's work and in the union's struggle.

We at the General Union of Algerian Workers are struggling and have struggled in the past to ensure that there are strong, representative and democratic trade unions which may be true and full partners in economic and social life, so that they may contribute to the creation of a strong economy, taking into consideration social differences whilst maintaining purchasing power and jobs in the long term.

A large number of factors lead to the concern and disquiet we feel about the future of the trade union movement as an economic and social partner in society. The General Union of Workers of Algeria believes that trade union rights and freedoms are indivisible and cannot be separated from the basic rights and freedoms of man. Democracy, pluralism, concertation efforts, the right to work and to participation form an indivisible whole, although these principles are now in the service of the so-called new order, and used for the implementation of a particular policy. We have seen and witnessed the violation of the rights and freedoms of trade unions and societies as a whole, where trade unionists suffer oppression, harassment and deportation. We believe that the ILO should do everything possible to preserve workers' rights and to apply universally its principles in a world where balance has been broken, where other international organizations have perhaps strayed from their objectives and where there are two sets of rules applicable in line with the interests of certain parties.

The new international order is supposed to be applied in all the economies of the world with a view to encouraging development, social and economic prosperity and the well-being of all peoples and countries. This means that the economies of the developing and the developed countries must be interdependent, and fair. The industries of the developed countries depend on the raw materials exported from the developing countries just as they depend on consumption by the developing countries of their products and on local and migrant labour. If all these elements are not taken into account, including the issue of migrant workers and the problems of those countries which export manpower, when economic policies are being drawn up, then the new order is condemning itself to fail. It will not be sufficient to blame the deterioration of the situation on migrant workers.

Workers and peoples are still living under oppression. We demand the lifting of the embargo against the Libyan Arab Jamahiriya, particularly since that country has presented directly or through the League of Arab States reasonable proposals which could lead to solutions to the differences which exist between it and the Western countries. Is it possible to continue to impose this embargo on national and foreign workers?

We also call for a lifting of the embargo imposed on Iraq. We are not defending a particular regime or a particular policy. But no one has the right to impose hunger and sickness on an entire people, particularly since the reasons for this embargo have now disappeared.

It is a strange society which accepts the slow death being imposed on Iraq and yet which stands back as a spectator before the genocide of the workers in Bosnia and Herzegovina and in Palestine. Finally, we would like to reiterate here our solidarity with the workers and the peoples of South Africa and of the world as a whole, against segregation, racism and exclusion and on behalf of the rights and freedoms of man in the search for a better life.

Original Arabic: Mr. DEGOL *(Government delegate, Eritrea)* – Allow me to present the greetings of the Government and people of Eritrea. It is a great honour for us to participate for the first time in the work of the International Labour Conference and we address our heartiest thanks to the International Labour Office and to the Director-General for all the facilities offered to our delegation to enable it to participate in the Conference. We also congratulate the President of this session on his well-deserved election and wish him every success in his directing of our work.

Our Government commits itself to respecting the standards of the ILO in our new independent State of Eritrea.

We have achieved this great success of independence after a difficult struggle which lasted some 50 years, including 30 years of armed conflict, when our people were able to meet the challenge of liberating their national soil and proceeding to a process of democratization. Thus we have acquired at great cost the right to sovereignty and freedom.

Our country, Eritrea, has experienced harsh conflicts for our national liberation and after all the destruction and degradation we have started to organize our safety, administration and social life. We have already started drafting legislation to resolve the problems of economic and social life. We are already applying legislation to protect the rights of workers and all other social categories.

Today we are an independent and stable country which has already established friendly relations with all its neighbouring countries, including with Ethiopia, its former enemy. We are going to work in the interests of all sections of the population to guarantee a life of dignity to all our citizens. Despite our limited resources, in particular as regards industry, we wish to re-establish conditions propitious to a life of dignity. Thus we are going to build a road network, we have developed systems of communication, we have started to build hospitals, but our scarce resources do not enable us at the moment to achieve all our aspirations.

Eritrea hopes that the international community will give it real cooperation so that we can reconstruct everything that was demolished by such a long war.

Original French: Mr. DJIBRINE *(Workers' delegate, Chad)* – It is with real pleasure that I join my voice to those of the distinguished speakers who preceded me in congratulating the Officers of this Conference on their election. Thanks to their vast experience and personal qualities, I am convinced that they will lead us through our work with competence and efficiency.

We are happy that the theme of social security was included among the subjects for debate at this year's session. Indeed, even if it is customary to find in each of our States a system of social security and social protection which offers workers and their families the possibility of protecting themselves against numerous social risks while simultaneously guaranteeing them all income when they are no longer of working age, there are nevertheless many disparities among our countries.

In my country, Chad, all those working in the public service, whether employees or public servants, are excluded from the system. Nevertheless, 5 per cent of their wage is deducted for old-age pension and survivors' benefit. However, since these deductions are not placed in a separate account, but in the public treasury, they are automatically used by the State for its operational needs. Thus, despite the small number of retired civil servants and other beneficiaries, the State is unable to pay them the full benefit to which they are entitled. Since 1979 they have received, on average, one-fourth of their benefit.

If, as we have seen, the fate of state workers is deplorable, that of workers in the semi-public sector or the private sector is not much better. There are tremendous inadequacies there.

First of all, there is the question of health care. In the whole country there are only three medical and social centres which provide care for school-age children.

As regards family allowances, the National Social Welfare Fund (CNPS) in Chad pays beneficiaries the sum of 600 francs CFA, that is to say, 3 Swiss francs a month. A carton of milk costs 1,600 francs, or 8 Swiss francs.

The most disquieting phenomenon, however, which may eventually bankrupt the CNPS, is the President of the Republic's regular practice of withdrawing its funds. The funds withdrawn since the *ancien régime* up to this day represent some 2 million Swiss francs. This is absolutely scandalous because not only does the State pay no subsidies to the social security fund, but it has turned it into a real racket.

My intention in reporting these facts was merely to give you an idea of the gravity of the situation.

It is obvious that such a system creates adverse repercussions for the living conditions of the workers and their families. But that is the least of the evils facing Chadian workers.

First of all, wages are ridiculously low. Indeed, the minimum guaranteed wage, which has not changed since 1978, is 8,320 francs CFA per month, that is to say, a little less than 42 Swiss francs. It is quite impossible to live today on this income, not only for a family, but even for a single, childless individual.

The Government, after having invoked economic difficulties to justify its refusal to increase the minimum guaranteed wage, now invokes the constraints imposed by the International Monetary Fund within the framework of the structural adjustment programme.

Wage-earners find it very difficult to survive; public servants are living what can be described as a real Calvary. When we left Chad for Geneva, public servants in the capital were still waiting for four and five months of back wages; those in the provinces for up to 12 months of back wages!

It is for this reason, among others, that last year the Federation of Trade Unions of Chad had to call for strikes.

We were also calling for the setting up of a democratic regime because the workers really had reached a stage of absolute frustration and exasperation because of a dictatorship set up by armed men whose barbarism was exceeded only by their incompetence to govern.

Indeed, all those who have governed our country since 1979 have only been concerned about enriching themselves at the expense of the people. They have made it a speciality to maintain a state of war and insecurity to retain their power. Unfortunately, there have always been so-called friendly States to provide them with support and aid.

As I was saying, it was to fight against all these ills that we were forced to call for strike action throughout 1992. There was considerable response to these calls for strikes and the Government then accused us of being subversive and wishing to destabilize institutions. As a consequence steps were taken against the workers using methods more appropriate to Fascist regimes, assassinations, arrests, dismissals, the banning of activities of the UST, and the occupation of its premises by the police.

In short, human and trade union rights were never so frequently violated as in 1992.

However, during this period, we gratefully received the support of many workers from around the world, and I would particularly like to mention in this connection the ICFTU, OATUU, CFDT, CGT-FO, the Labour Congress of Canada, and the AFL-CIO.

On behalf of the men and women workers in Chad I would like to express my thanks to these organizations, and to all the others that I cannot mention here, for their support and assistance. I express our thanks and our deep gratitude.

As was underlined by the Minister of the Public Service and Labour, the Government of Chad has finally agreed to organize a national conference with the aim of seeking ways and means of lifting the country out of this deep generalized crisis in which it finds itself, and to lay the basis for a constitutional State in a process of democratization.

I am happy to emphasize that this important national conference was well chaired by Mr. Adoum Maurice Hel-Bongo, an official who worked for 26 years at the International Labour Office before his merited retirement. Thanks to his excellent and skilled chairmanship the conference adopted several interesting decisions. Certain transitional bodies have been established with a view to solving socio-economic problems, establishing peace and security and guiding the country through a process of democratization, including the establishment of freely elected and democratic institutions.

Having taken an active part in this national conference, our Federation voluntary observed a social truce in the hope that the transitional Government would relatively rapidly find solutions to the most urgent problems, that is to say, the lifting of arbitrary sanctions imposed on workers; the partial payment of wages in arrears; a revision of the legal status of trade unions; the adoption of a new Labour Code and Social Security Code, parts of which have been awaiting action since 1988.

What is most important to us is that the process of establishing democracy should come to fruition. But two months after the conclusion of our national conference, we are being to have serious doubts as regards the intentions of the President of the Republic and his Prime Minister as regards the application of the decisions taken at that conference.

That is why we do not preclude the possibility of undertaking renewed trade union action in order to oblige them to respect the commitments they made. We hope that we shall be able to count on all of you, and the ILO in particular, in our struggle to obtain democracy and social justice.

Original French: Mr. SENE *(accompanying the Minister of Labour, Senegal)* – On behalf of the Head of State of Senegal, President Abdou Diouf, the Acting President of the Organization of African Unity, and on behalf of Senegal, I would like to say how proud we are to see a worthy son of Africa elected to be President of this session of the prestigious International Labour Conference.

It is a pleasant duty both to address to you my warm congratulations and to pay tribute to your country, Egypt, which has inherited a glorious African civilization which has contributed greatly to the struggle for human dignity, the construction of peace and progress of modern history. Your country is preparing to host the Summit Conference of the Heads of State and Government of the OAU and at the same time you are directing the work of the International Labour Conference at a decisive turning-point in the history of this Organization.

In fact the ILO, the matrix of the social conscience of humanity, has undergone a change in defining its programmes which has been helped by the disappearance of the ideological antagonisms which used to influence its work.

I should also like to seize this opportunity to congratulate the Director-General for the remarkable work that he has done at the head of the International Labour Office.

The Director-General's Report describes, if there were any need, a problem which addresses both governments and social partners and challenges them to define and implement a balanced social policy at a time when the economic environment is continually worsening.

There is no doubt that the definition of a social policy is closely linked with the economic capacity of a country and the programming of a social insurance and protection system can only acquire its full significance when it is integrated into the macroeconomic objectives of the country.

For developing countries the real challenge at the moment is how to regulate occupational risks in our industrial policies and how to re-establish a balance in the financing of our social security systems.

This objective appears unfortunately to be challenged by the drastic sacrifices forced on us by the economic recession and the resulting structural adjustment policies.

There is no doubt that this situation, which is harmful to the implementation of our employment policy which underpins the financing of our social security policy lays more and more of a burden on our imaginations to achieve a balance between contributors and beneficiaries.

As the Director-General has quite rightly stressed, the social security systems of our countries are faced with a double problem. First, the reduction of resources in the face of a runaway increase in expenditure. Second, there is the non-universal nature of protection, the result of which is the non-coverage of the majority of our people.

Various solutions have been contemplated to redress the balance and in Senegal we have considered increasing resources by revaluing contributions.

We have also undertaken a reform of the management of social security institutions by separating the functions of the State and from those of the agencies, which has meant strengthening the authority and the supervisory means of employers and of the insured.

In this way the tripartite authorities exercise effective monitoring of the institutions to ensure that they are managed more effectively.

However, in spite of the efforts of the Government, it would be desirable to think of long-term solutions in a global context, both at the level of the undertaking and by increasing the number of contributors.

This means that one of our concerns is to find some machinery that will better organize the informal sector so as to give it social coverage.

In other words, it is a question of innovatory policies that would encourage participation of decentralized communities, thanks to a social providence system. The complementary social providence approach being considered by Senegal as regards state agents would fall into this framework.

The stabilization of costs requires the implementation of a policy for the prevention of occupational risks. This is why our country intends to extend occupational medicine to the whole country in parallel with therapeutic medicine and to set up joint safety and health committees in each enterprise, representing employers and workers.

In fact it is a question of imagining a participatory policy for risk management involving the government, employers and workers in respect of the fundamental policy of tripartism.

Beyond these very limited national solutions we must develop an impetus of international solidarity, through technical cooperation within our Organization, and through bilateral cooperation with our foreign friends and partners.

This cooperation should be based on a well thought-out partnership based on the needs expressed by the developing countries, and it should be integrated into their social policies.

It could also help with retraining in countries where this need is becoming ever-more pressing in view of technological developments and the new risks to which they give rise.

Finally, I would like to say that our delegation and our country would like to repeat here their commitment to spare no effort to help the ILO in achieve the objectives described in the framework of the Director-General's Report.

Original Russian: Mr. SCHERBAKOV *(representative of the General Confederation of Trade Unions)* – First of all may I associate myself with all the previous speakers and congratulate the President on his election to his post, and express the conviction that he will successfully carry out his mission.

Our delegation is for the first time representing at the International Labour Conference an international trade union association that was reformed a little more than a year ago – the General Confederation of Trade Unions which includes the national trade union confederations of eight independent States and more than 40 international trade union associations of a branch of industry.

At present, the GCTU has more than 97 million members. The Governing Body of the ILO showed its appreciation of the significance of the organization by giving it regional advisory status in the European region. The importance and timeliness of the subject of the Director-General's Report cannot be overestimated. We fully agree with the statement in the Report, that "Access to social protection is a basic human right, as well as a measure of human welfare".

In fact, the presence of a broad-based and well-founded system of social protection covering most workers strengthens the labour resources of a country, reinforces its potential for economic development and for carrying out reforms, and helps to stabilize its political and social situation.

The transition of the countries of our region from a centrally planned to a market economy poses most acutely the question of maintaining a reliable and comprehensive system of social protection for workers and their families.

Currently, working people are less and less able fully to realize their right to work, there is rising inflation and a sharp increase in the number of workers who have no social protection. In the context of the reforms carried out in our countries, there are more and more attempts by employers and some government circles to speed up the introduction of insurance-based health care, to scrap the present system of social insurance and social security, and to exclude trade unions from involvement in its management. In many States, government reform programmes are clearly moving towards a reduction in social protection, are cutting back on financing and are not including state guarantees of social support for workers who may need it. There is a threat to citizens' rights to health care, free medical care, and adequate social security to cover old age, illness, invalidity and other cases set out in the Constitution of our States.

In these new social and economic conditions, trade unions are constantly searching for more effective ways and means of influencing the social policy of governments. As advocates of a constructive and business-like dialogue with their social partners, trade unions are trying to draft and ensure the adoption of instruments which provide proper protection for workers in accordance with the particular situation facing each individual State.

The setting up of standing inter-State bodies of the CIS countries is enabling our Confederation to participate actively and directly in defining States' positions on social protection and workers' health care problems.

An example of this is the inter-Governmental agreement to guarantee pension rights for retired persons, thus providing a solution to one of the most serious problems, that is, maintaining social guarantees for millions of people.

So as to protect the social and economic interests and rights of the workers, the GCTU has worked out and submitted to the interparliamentary assembly of the CIS a charter of citizens' social rights and guarantees. Based on the Universal Declaration of Human Rights and ILO standards, the charter has become the basic recommendatory document for Parliament and governments when drafting social legislation.

The ILO's standard-setting activity in respect of social protection provides a solid basis for the work of the trade unions. However, as correctly pointed out in the Director-General's Report, given the new social and economic situations in many countries of the world, the promotion of social protection "will require normative actions – on the part of governments, the social partners and the ILO – as well as technical assistance concerning the structure and development of the schemes themselves".

Of course, it is regrettable that the ILO Conventions on social protection have been ratified by so few States. We hope that the discussion of this problem at this session of the Conference will encourage a more active implementation of ILO standards.

We are grateful to the ILO for the enormous and practical help given to the trade unions of our region in their efforts to defend the social rights of workers. In the past few years, seminars and symposia, and recommendations and conclusions on draft legislation have made a valuable contribution to setting up social protection systems. I hope that in the future this assistance will be continued and extended.

In the report on the role of the ILO in technical cooperation it is correctly pointed out that the changes taking place in Central and Eastern Europe are confronting the ILO with new problems, and forcing it to "respond to the needs of societies now striving to reform their labour relations systems in accordance with democratic values". We welcome the determination of the leadership of the ILO to reform its structure and tasks and adapt it to the new needs of a changing world. The creation of multidisciplinary groups and the drawing up of clear priorities all bring the ILO closer to the needs of its member States and makes it more effective.

A significant role in strengthening the influence and authority of the ILO in the world trade union movement will be played by upholding the principle of universality and representativity in the executive committees of all trade union movements. Our organizations are prepared to work in cooperation with the ILO and are convinced that such collaboration is in the interests of working people. This is vitally important for us at this time when our countries are carrying out reforms of labour legislation and reviewing labour relations.

Original Spanish: Mrs. CHIRENO *(representative of the World Federation of Clerical Workers)* – I would like to express my sincere congratulations to the President, on his election to the Chair of this Conference. Mr. Hansenne is also to be congratulated on his re-election to the position of Director-General of the ILO.

The subject of social security is, in the opinion of our World Federation of Clerical Workers, of vital importance and has been the object of detailed analysis and discussion at our last congress organized last year in Santiago, Chile, where we noted the deterioration of social security systems in Latin America. There is little protection and there is much administrative corruption as a result of mismanagement by the various governments, leading to, in practical terms, bankruptcy in many countries of the bodies responsible for the management of social security systems. This fact is invoked in order to justify the inclusion in programmes of adjustment – programmes proposed within the neo-liberal context which has been introduced in this region – of the privatization of social security. It is at present fashionable to discredit our timid steps towards democratization by repeating that the employers are the good guys in this continent, the ones who are the successful managers, they were not the ones largely responsible for all those ills which now exist. In any case, we, the workers, are convinced that we are not the ones responsible. Whether under dictatorships or under democracy to governments, hunger, suffering and marginalization have always been our lot.

Our Federation, at its 27th Congress, therefore spoke out against privatization of social security in Latin America and in other countries because we continue to believe that the best path for social security in order to ensure that it is truly and effectively at the service of the workers is within the context of tripartism, in the search for balance, justice and equality.

The Director-General of the ILO has analysed how in Latin America and in developing countries there has developed a whole army of men and women who form what is known in the ILO and most countries as the informal sector, whom we have decided to call "independent workers", because any other term seems to be prejudicial to those workers, whose sole fault lies in trying to earn their living by honest labour; these workers are now excluded from labour and social legislation in the majority of countries, and from social security coverage, or, as is stated in the Report of the Director-General, are obliged to pay sums which are so high that they are way beyond their means.

If we understand social security as a system able to protect the worker and his family from the cradle to the grave, we also believe that we must unite our efforts in order to achieve a system of social security in the developing countries which is genuinely and effectively accessible to all workers, regardless of the sector where they work. The Director-General's analysis refers to the inadequate pensions paid to retired workers in the developing countries. If these benefits are negligible today the future will be even worse because millions of workers in the developing countries will never be covered by pension schemes, since they are excluded from social security because they belong to the enormous group of independent workers; we must therefore fight to obtain coverage for them.

Our Federation is very concerned by the daily violations of the fundamental rights of workers and we have studied in the report of the Committee of Experts on the Application of Conventions and Recommendations, noting once again that the governments sign and ratify Conventions and then ignore and violate them regularly. In the commercial sector in Latin America, our regional federation, the Federation of Latin American Trade and Allied Workers (FETRALCOS), has conducted a broad campaign in favour of shorter working hours in the commerce sector, where there are constant violations by many of the employers in the region with the complicity of governments. We are continuing our struggle in countries such as Brazil, Chile, Panama and Paraguay, where workers are often obliged to work for 14, 16 or more hours a day without any overtime pay with the consequence that there are limited possibilities for study after their day's work. Moreover, the workers are obliged to work on Sundays, which is a violation of the right to rest and the established standards and Conventions of the ILO as well as of national legislation and Constitutions.

The Workers with Family Responsibilities Convention 1981 (No. 156), which has been examined by the Committee on the Application of Standards Conference, has been ratified by very few governments, only 19 of them throughout the world. Although these responsibilities are borne largely by women, we should not forget that there are men who are widowed or separated and who have also to assume family responsibilities, and these workers do not have any real protection for their children.

If it is difficult during the week to find someone to look after children, it is even more difficult on Sundays or on holidays, so that if one is obliged to work on a Sunday this means the problems of workers with family responsibilities are multiplied.

We have stated that Sunday is a day for workers to rest in the bosom of their families for recreation and relaxation, and for reflection on spiritual matters; it is also a day to ensure that the city can breathe. The pollution in our big cities reduces the possibilities of human survival.

Violations of the Equal Renumeration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which establish the principle of equality, are the order of the day in developing countries.

We deplore the fact that many women workers in countries such as Brazil, Ecuador, Panama and Paraguay are obliged to present periodical proof of the fact that they are not pregnant in order to keep their jobs, with the serious consequence that very few women dare report such abuses because they fear the loss of their jobs.

There are many workers who religiously pay their social security contributions, but when the time comes for the benefits to be served they do not receive them because the employers deduct the contributions but do not pay them to the social security fund; this is prejudicial to the workers, who remain silent about these abuses for fear of finding themselves in the street without any hope of protection. Protection against unemployment is a dream which rarely comes true in developing countries; even in the few countries where it is provided for by law, the law is rarely, if ever, applied.

Our World Federation feels that there is an urgent need to strengthen actions aimed at ensuring full respect of human rights and labour rights as well as respect of freedom of association and of the right to strike, and respect for maternity.

We hope to see workers, men and women, in the developing countries and throughout the world building up through their efforts the wealth of their nations in a climate of respect, equality, justice and true and effective democracy.

We are concerned about sexual harassment, of which working women at different levels are often the victims and about the marginalization and exclusion of independent workers in commerce. We want to continue to contribute to the construction of a better world where the human dignity of both men and women is paramount. We believe that it is possible to achieve this if politicians, governments, employers and workers – society as a whole in fact – recognizes the value of individuals and learns to respect their rights.

Obviously the employers have to make profits, but this should be without merciless exploitation of the workers.

We offer our efforts and our will to work together to build a new society based on democracy, justice and truth. We face the future with faith and optimism, and we appeal to the conscience of all so that we may work together in solidarity in favour of justice and peace.

Original French: Mr. PULH *(representative of the World Movement of Christian Workers)* – I want most sincerely to join with other speakers who preceded me in congratulating Mr. Abdel-Hak on his election as President of this Conference. I should also like to thank the Director-General and his staff for the opportunity that was extended to us to take part in this Conference. We also would like to congratulate him on his re-election to the post of Director-General of the ILO.

The organization that I represent, like the ILO, is very much committed to human, moral and spiritual promotion of human beings. A non-governmental organization that promotes education, training and human development among workers and the general population, our movement has more 3 million members. It is open to all men and women whatever their culture or belief.

Concerned about the current situation affecting millions of workers, we share all the concerns of the ILO in its efforts to establish a social protection system covering all social risks. The basic objective is to protect the dignity of workers and their families.

The Director-General should be congratulated for having made this the topic of his Report to the Conference this year. It comes appropriately at a time when the crisis is demanding more of social protection institutions at the same time that their income is falling.

The global structural crisis cannot be resolved in the short term or by palliative measures.

It is the very organization of society itself that needs to be re-examined in light of the primacy of human beings. Economic measures should be conceived and applied in the service of human beings.

Social protection can no longer be linked only to workers' contributions. As a result of various cumulative factors, the number of contributors is dropping. These factors include spectacular progress in productivity, an extension of periods of study, increased life expectancy and demographic growth. With the exception of this last factor, there is no question of going backwards in relation to the others, despite the way they sometimes manifest themselves; at least in principle, they can be regarded as evidence of real progress.

It would be pretentious and naive to propose a miracle solution, but one can state that the threats to social protection appear mainly when economic protectionism and unbridled liberalism develop in the absence of any significant accompanying social measures.

Even though we welcome the efforts for social protection of the past 50 years, the situation experienced by the large majority of workers is extremely worrying. We would simply state here the example of women migrant workers, workers in the free trade areas. What about child labour which seems to be increasing and which should be repressed and eliminated?

We find ourselves in a situation which is somewhat similar to that which prevailed at the time when the social consequences of the first Industrial Revolution called for the establishment of international labour legislation.

It is more important than ever that the ILO has been, and should remain, the effective instrument for research, development of standards and supervision. The market economy is socially acceptable only if it is part of a national and international legislative framework that guarantees the rights of men and women as of producers, consumers, members at various levels of the human community, but also unique individuals called to realize their own destiny. The standard-setting mission of the ILO thus should be strengthened.

There is an item on the agenda of this session which concerns the development of an international instrument on part-time work. We should like to support this initiative of the ILO to establish such an instrument, and we would like to make our contribution to the discussion.

First, in relation to social protection for part-time workers. In his General Report, the Director-General is quite correctly concerned about the future of social protection. We feel that the threats facing social protection schemes should not be compounded by the spread of part-time work. We have seen that there are too many part-time jobs that are not part of the general social protection scheme, and we would stress that part-time work, however long it lasts, should be covered by the same social protection schemes that apply to workers in regular employment.

We have a second comment to make. We are also concerned about the many threats to the right to work, and we feel that part-time work should be treated in the general context of protection and development of employment. In this respect, the increase in productivity, thanks to human abilities and in particular through new technologies, and the unemployment crisis which has accompanied them, should lead socio-economic and political leaders to consider a different way of distributing work time or even a reduction in normal working hours.

This basic concern to reduce working hours should not be obscured by the need to regulate part-time work, however necessary this might be.

In industrialized countries we have seen an increase in part-time work with loss of job security.

And if part-time work may well meet the aspirations of certain types of workers, above all women, all too often it is imposed by enterprises in the name of greater flexibility of working time.

Moreover, this imposition takes place in the context of work schedules which are incompatible with the interests of workers, that is working on weekends or working evenings or having an obligatory number of working hours per month.

These consequences are serious for workers and their families and upset family life, increase stress and lead to loss of work motivation which is bad for the enterprise as well. Naturally, all of this is part of the concerns of any society, in any economic and social system which is devoted to the welfare of human beings. That is why we firmly support all of the work of the ILO to this end and in particular the Report of the Director General on *Social insurance and social protection.*

Original Russian: The PRESIDENT (Mr. BADEY) – Before adjourning the sitting I give the floor to Mr. Hamza, Workers' adviser of Iraq, who would like to use his right to reply to the speech made by Mr. Al-Jassem, Employers' delegate of Kuwait. Please will you take only two minutes.

Original Arabic: Mr. HAMZA *(Workers' adviser, Iraq)* – In the Name of God, the Merciful, the Compassionate! I should like to exercise my right to reply to the allegations made by the representative of the Kuwaiti regime.

The complaint against my country, Iraq, is unjustified. In this complaint it is said that certain trade unionists, including Ali Al-Kandary, were detained, whereas Mr. Al-Kandary is here with us in this Conference. So this charge is entirely unjustified.

Secondly, regarding the so-called Kuwaiti prisoners of war in Iraq, this question is entirely false. The international organizations such as the ICRC, the United Nations, the League of Arab States and the General Union of Arab Workers – all of these organizations have verified, during their visits to Iraq, there are no Kuwaiti prisoners of war in Iraq.

Thirdly, with respect to freedom of association, there are complaints against the Kuwaiti regime before the Arab Labour Organization. There are also inquiries regarding the rights of Arab workers in Kuwait and the release of Arab workers held in Kuwait.

The representative of the Kuwaiti Government speaks of the so-called Kuwaiti prisoners of war to prolong the embargo against the Iraqi people, an embargo that has gone on for more than 1,000 days and has had a negative impact: thousands of sick Iraqi people have died; factories have not been able to continue to produce and thousands of workers have lost their jobs. This is a violation of human rights and the objectives and principles of the International Labour Organization.

The representative of the Kuwaiti regime is lying before this and other international organizations.

We all know how the daughter of the Ambassador of Kuwait in Washington fooled the world in 1990 with her story of incubators.

(The Conference adjourned at 6.30 p.m.)

Credentials

Second Report of the Credentials Committee

Objection concerning the nomination of the Workers' delegate of Poland

1. The Committee had before it an objection to the Workers' delegate of Poland, Mrs. Ewa Spychalska, Chairperson, Polish Trade Union Alliance (OPZZ), presented by Mr. Tomasz Wojcik, member of the Polish Delegation to the 80th Session of the International Labour Conference. In the List of Delegations, published on 2 June 1993, Mr. Tomasz Wojcik, Member, Presidium of the National Commission; Chairman, "Dolny Slask" Region, NSZZ Solidarnosc; Deputy Member, Governing Body of the ILO, is identified as Workers' adviser and substitute delegate of Poland.

2. Since in accordance with Article 26, paragraph 4(c), of the Standing Orders of the Conference, an objection is not receivable "if the author of the objection is serving as adviser to the delegate to whose nomination objection is taken", the Committee declared the objection irreceivable.

Objection concerning the nomination of the Workers' delegate of the Central African Republic

3. The Committee had before it an objection from the "Union Syndicale des Travailleurs de Centrafrique" (USTC). The objection was signed by Mr. Th. Sonny-Cole, Secretary General of the USTC, and was directed against the nomination as Workers' delegate of the Central African Republic, of a leader of the "Confédération Nationale des Travailleurs de Centrafrique" (CNTC).

4. In the List of Delegates published on 10 June 1993, Mr Théophile Sonny-Cole, Secretary General of the USTC, appeared as Workers' adviser and substitute delegate of the Central African Republic.

5. Since in accordance with Article 26, paragraph 4 (c), of the Standing Orders of the Conference, an objection is not receivable "if the author of the objection is serving as adviser to the delegate to whose nomination objection is taken", the Committee declared the objection irreceivable.

Communications concerning the Workers' delegation of the Republic of Korea

6. The Committee had before it two communications sent to the Director-General of the ILO from the Korea Congress of Independent Industrial Trade Union Federations (KCIIF) and from the International Federation of Journalists (IFJ).

7. The communication from the KCIIF referred to the situation in the country concerning freedom of association in the light of the Report on Case No. 1629 of the Committee on Freedom of Association and added that the Ministry of Labour decided to exclude the leaders of independent trade unions from the delegation to the Conference without previously consulting them. The communication from the IFJ referred to the refusal of the Government of the Republic of Korea to recognize the Korean Federation of Press Unions (KFPU) and its decision to exclude leaders of independent trade unions from the Workers' delegation of the Republic of Korea to the Conference.

8. The Committee pointed out that these communications referred in general to questions of freedom of association which were examined by the Committee on Freedom of Association of the Governing Body of the ILO, which was the competent organ to deal with these questions and noted that the organizations concerned did not object to the credentials of the Workers' delegate or any of his advisers. In these circumstances, the Committee limited itself to taking note of these communications which did not call for any action on its part.

Communication concerning the Workers' delegate of Congo

9. The Committee had before it a communication concerning the Workers' delegate of Congo from the "Confédération Africaine des Travailleurs Croyants (CATC).

10. The communication referred to the trade union situation following the annulment in 1991 of legislation previously in force which had established a trade union monopoly in favour of the "Confédération Syndicale Congolaise" (CSC). Although the trade union situation continued to be contrary to ILO standards, numerous organizations had been established either as a result of the break-up of the CSC or those recently created and two confederations had emerged, the "Confédération Générale des Cadres et Agents de Maîtrise (CGCAM) of limited vocation by virtue of their "corporatiste" character and the "Confédération Africaine des Travailleurs Croyants" (CATC), which was national and inter-professional. However, since no relevant procedures were provided for evaluating the representativity of the different organizations, no central organization could pretend to be the most representative and to be represented in the tripartite delegation of Congo to the Conference to the exclusion of others.

In such a case, a system of rotation between existing confederations should be established. With respect to the 80th Session of the Conference, the Workers' titular delegate should have been nominated by the CATC.

11. The Committee pointed out that this communication, although it gave certain information on the trade union situation in the country and suggested a procedure for determining the composition of the Workers' delegation, the CATC did not question the credentials of any person accredited in the delegation so that the communication did not constitute an objection. In the circumstances, the Committee limited itself to taking note of the communication which did not require any other action on its part.

Representation of Zaire

12. The Committee continued its examination of the various communications that had been received from different sources appointing delegates and advisers to take part in the delegation to the Conference from Zaire. These communications (in chronological order) took the following forms: credentials, dated 6 May 1993, signed by Mr. Mbumb Musong, under the title of Minister of Labour and Social Security in the "Gouvernement de Transition" headed by Mr. Etienne Tshisekedi, as amended by a subsequent letter of 7 June; credentials, dated 1 June 1993, issued by the Permanent Mission of the Republic of Zaire to the United Nations and the Specialized Agencies; credentials, dated 4 June 1993, signed on behalf of President Mobutu by Mr. Mpinga Kasenga, who – according to a communication dated 22 April 1993 to the United Nations from the Permanent Mission of Zaire in New York – was the Minister for Foreign Affairs, in the "Gouvernement de Large Union Nationale et de Salut Publique" headed by Mr. Faustin Birindwa.

13. The Committee also had before it information provided by the Office of Legal Affairs of the United Nations in response to the request for advice that had been made on the Committee's behalf (see the Committee's first report, *Provisional Record* No. 10, p. 10/25, paragraph 4), together with an aide-mémoire and attachments that had been provided by one of the parties concerned. It heard representatives of the two parties claiming to represent the Government of Zaire, as well as the Permanent Representative of Zaire to the United Nations and the Specialized Agencies in Geneva. In addition, the Chairman of the Committee reported on informal discussions that he had had with representatives on both sides.

14. Two issues came to the fore during the hearings. The first concerned the constitutional position as seen by the different parties. The Committee considered, however, that it was not within its competence to judge either the political or the legal weight of the various points made since they involved extremely complex political issues and questions of constitutionality under a national legal system. The second concerned the determination of the authority who was actually acting on behalf of Zaire in the various international forums, including participation in meetings of intergovernmental organizations. In this respect, the Committee felt that the evidence made available at present including, inter alia, the information provided by the United Nations Office of Legal Affairs was insufficient to enable firm conclusions to be made.

15. On the other hand, in accordance with constant practice based on a recommendation of the United Nations General Assembly (operative paragraph 3 of resolution 396 (V) of December 1950) the Committee stressed that the ILO should be guided in this matter by the attitude adopted by the General Assembly where more than one authority claims to be the government of a Member State. However, the Office of Legal Affairs of the United Nations had confirmed that only one set of credentials had been presented for Zaire at the last General Assembly. There was therefore no precedent in the United Nations for the specific situation of the present conflicting claims, and the Office of Legal Affairs had advised that the Committee would have to deal with the matter in accordance with ILO practice.

16. The only precedent which specifically related to the present situation was that of the World Health Assembly, which appeared to have acted on the basis that, having regard to resolution 396 (V) referred to above, reference should be made to the situation in the United Nations General Assembly prior to the recent developments relating to Zaire. In this connection, the Committee noted that the Credentials Committee of the General Assembly when it considered the matter on 8 October 1992 had accepted the credentials issued by the Minister for Foreign Affairs of Zaire on behalf of President Mobutu. However, at that time the Constitutional Act on which the "Gouvernement de Transition" bases it legality had been in force since 4 August 1992; Mr. Tshisekedi was Prime Minister of Zaire and Mr. Mbumb Musong was Minister for Labour and Social Security, an office which he still holds, according to the "Gouvernement de Transition". His replacement, according to the "Gouvernement de Large Union Nationale", only dated from December 1992. The Committee therefore had doubts as to whether it could base any firm conclusions on the situation at the time of the last session of the General Assembly.

17. In view of the absence of any criteria for determining which of the claimed governments should be recognized, the Committee discussed the possibility of not acting upon any of the communications that had been submitted. It considered, however, that action was required on its part for three reasons: One related to its mandate under the Standing Orders of the Conference which did not provide for the withholding of any credentials. The present problem had been that it could recognize only one set of credentials for each member State and it was not clear which it should accept in the case of Zaire. A related reason was the evident desirability of permitting at least some representatives of Zaire to participate in the work of the Conference as soon as possible.

18. The final reason concerned the position of the Permanent Representative of Zaire. The Committee noted that as a general practice, permanent missions accredited by the United Nations in Geneva are recognized by the ILO as one of the authorities empowered to issue credentials for the International Labour Conference. The present Permanent Representative of Zaire in Geneva had taken up office in October 1988, long before the current political

conflict, and his capacity under international law to represent Zaire did not seem to be seriously challenged. While the representatives of the "Gouvernement de Transition" alleged that he had misused his function of representing the State by representing the interests of the President and indicated that the legal procedures for the replacement of ambassadors who had adopted such an attitude had been blocked by the President, they did not provide any evidence that, pending the replacement of the Permanent Representative, he did not have the capacity to perform the acts customarily performed by Permanent Missions, including the issue of credentials. As indicated above, the Committee considered that it had no competence to inquire into whether or not an authority empowered to issue credentials was acting in accordance with the domestic law concerned.

19. The Committee therefore concluded that it had an insufficient basis to act on either the credentials issued on behalf of the "Gouvernement de Transition" or the "Gouvernement de Large Union Nationale et de Salut Publique", but that the credentials issued by the Permanent Mission of Zaire in Geneva should be taken into consideration, on the clear understanding that recognition of those credentials by the Committee or the International Labour Conference did not imply recognition of the government whose representatives were included in those credentials, such recognition being a question for the United Nations General Assembly.

20. Thus, for the purposes of Article 26, paragraph 4(a), of the Standing Orders of the Conference, the following are the names of the members of the delegation of Zaire as set out in the above-mentioned credentials:

Government delegates

Mr. Kiswe Maya, Minister of Labour, Manpower and Social Security

Mr. Mutuale Kikanke, Permanent Representative

Advisers

Ms Kirongozi Maliyabwana, Plenipotentiary Minister

Miss Nguz Yav, Secretary

Employers' delegate

Mr. Luboya Diyoka

Workers' delegate

Mr. Ngoma.

21. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 11 June 1993

(Signed) J. AUSMAN,
Chairman.

D. FUNES DE RIOJA.

C. GRAY.

CORRIGENDUM

At the end of *Provisional Record* No. 13, the statement by Mr. Aly Khalil, Minister of Social Affairs and Labour of the Syrian Arab Republic, exercising his right of reply on behalf of the Arab Group, should read as follows:

"I asked for the floor to exercise the right of reply to what was said by the Government delegate and the Workers' delegate of the United States concerning the reasons which led the Arab Group not to have recourse to the supervisory bodies, in other words to the ILO's usual supervisory machinery, to defend the interests of Palestinian workers and those of other Arab workers in the other occupied Arab territories. My reply is that the Arab Group is not unaware of, does not pretend to be unaware of, and does not transgress this machinery, but respects and abides by its rules. The reasons for not having recourse to this machinery can be summarized as follows:

1. The examination of the situation of Arab workers in Palestine and in the other occupied Arab territories is, at present, carried out directly, for fundamental objective reasons, by the International Labour Office in accordance with article 10 of the Organization's Constitution, and pursuant to two resolutions adopted by the Conference in 1974 and 1980, with which you are familiar and whose application is incumbent on every member State of this Organization. That is why we believe that recourse to the supervisory machinery would mean that we are disregarding the Conference resolutions, leading to a kind of duplication and contradiction in the methods of work of ILO bodies – something which should not be done in the interest of a pressing cause, especially since the Director-General sends a fact-finding mission every year in application of the two above-mentioned resolutions. I ask whether there is any doubt as to the veracity of the information and data contained in the Director-General's Report, which is acknowledged by all to be objective, honest and serious.

2. The records of the Office's Committee on Freedom of Association are full of countless complaints against the Israeli occupation authorities alleging the violation of trade union rights and freedoms, including cases Nos. 567, 797, 811, 1,290 and 1,414, to mention but a few. What purpose have these complaints served? In spite of the clarity and transparency of the recommendations formulated by the Committee on Freedom of Association, the Israeli occupation authorities have failed to take any of these recommendations into account, as evidenced by the fact that these cases of violation of trade union rights and freedoms are still open. The Director-General's Report this year clearly attests to this. You can see for yourselves if you turn to paragraph 98; that way I shall not have to go into the details which are familiar to all of you.

3. Many statements have been made in accordance with article 24 of the Constitution, the latest being the opinion submitted in 1986 by the Legal Adviser to the 233rd Session of the Governing Body, which clearly stated that the occupation of Arab territories by Israel in 1967 could not be considered as having the effect of extending to the territories occupied by Israel the obligations arising from the Conventions it had ratified. Consequently, the Governing Body considered that the representation submitted in accordance with article 24 was not receivable. The Legal Adviser moreover was of the opinion that the cases submitted under article 26 of the Constitution would be irreceivable. I wonder if there are other articles we can invoke to have the ILO receive our complaints. Perhaps the American delegate can tell us.

4. Those who attended the 63rd Session of the Conference in 1977 know that the Conference rejected the report of the Conference Committee on the Application of Standards on the grounds that the Committee had exceeded its prerogatives and mandate, by examining reports submitted by occupation authorities which did not have the right, under the provisions of international law, to extend the scope of these laws to citizens subject to military occupation.

5. Other supervisory bodies deal with ordinary situations in the context of the international labour code, in other words, cases involving sovereign States, or a sovereign State and its own citizens. As for military occupation, it is an extraordinary situation which consequently requires extraordinary measures. At present, the ILO Constitution has no article covering such cases, which lie beyond the usual relations between nations and peoples.

To sum up, your Conference, as a supreme authority, remains competent to monitor this extraordinary situation until the occupation ends and the Palestinian people is free to exercise its right of self-determination and sovereignty over its territory. This sitting is but one manifestation of the ILO's obligation to give due attention to the situation of Arab workers in Palestine and in the other occupied Arab territories, until such time as the Conference establishes a standing committee to deal with this question."

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No. 14 – Monday, 14 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Special Report of the Resolutions Committee on the Committee's Entitlement to Deal with the Resolution concerning the Situation in Rwanda

1. The Committee had before it 15 resolutions submitted in accordance with Article 17 of the Standing Orders of the Conference. Fourteen of the resolutions were considered receivable in accordance with Article 17, paragraph 4, of the Standing Orders without contestation and discussion. One, however, gave rise to questions as to its receivability.

2. The Employers' Vice-Chairman indicated that the resolution concerning the situation in Rwanda[1] had been submitted in circumstances which needed to be clarified. *Provisional Record* 1 (Rev.) stated that "A resolution on the above subject was submitted by a person whose credentials had not been received at the time this issue of the *Provisional Record* had to go to print". Under Article 17, paragraph 1 (1), of the Standing Orders, a resolution had to be submitted by "a delegate to the Conference". Article 26 of the Standing Orders stipulated that the credentials of delegates should be deposited with the International Labour Office at least 15 days before the date fixed for the opening of the session of the Conference. Accordingly, the question arose as to whether the resolution had been submitted in conformity with the Standing Orders. He stressed that the point he was raising was not against the substance of the resolution itself but about procedures under the Standing Orders, which were drafted by people with experience of the ILO for the benefit of the proper functioning of the Committee. He remarked that a person who had doubts about whether his credentials had been submitted in time could seek the assistance of colleagues already accredited to the Conference. He sought the advice of the Legal Adviser as to whether the Committee was entitled to deal with the resolution or not.

3. The Workers' Vice-Chairman, emphasizing the seriousness of the substance of the resolution because of the gravity of the present situation in Rwanda, pointed out that the text of the resolution had been received on time, as indicated by *Provisional Record* 1 (Rev.), but that the Government of the author of the resolution had been late in sending in his credentials. The delegate had, however, been informed of his nomination by the Government and he had then submitted the resolution on time. In the view of the Workers' group, the resolution had therefore been submitted in accordance with Article 17, paragraph 1 (1), of the Standing Orders, within the prescribed time-limit and by a delegate to the Conference. As the Committee had before it both a resolution and a delegate, the resolution should rightly be receivable under Article 17, paragraph 4. It was a matter of grave concern if the failure of governments to present delegates' credentials on time could penalize prospective workers' and employers' delegates who had submitted a resolution within the required time-limit. This would make it possible for governments to impede or at least influence the submission of resolutions by workers' and employers' delegates.

4. A member of the Employers' group drew the attention of the Committee to the expansion of Article 17, paragraph 1 (1), by paragraph 1 (2) which stated that copies of all resolutions should be available not more than 48 hours after the expiry of the time-limit laid down in Article 17, paragraph 1 (1). The second part of Article 17, paragraph 1 (2), provided that the Director-General could withhold the circulation of a resolution pending consultation of the officers of the Governing Body. He also indicated that Article 17, paragraph 2, could be applied in cases of emergency. However, the present resolution had not been made available within the 48-hour time-limit specified in Article 17, paragraph 1 (2). Thus, receiving it in accordance with Article 17, paragraph 1 (2), would create a precedent. While the subject of the resolution was important, there were procedural difficulties in receiving it.

5. The Legal Adviser outlined the two issues at stake: To be receivable, should a resolution be received (within the 15-day time-limit) from a delegate who was already accredited? And, was a resolution receivable if it was not made available within 48 hours after the expiry of the time-limit laid down in Article 17, paragraph 1 (1)? On the first issue, he pointed out that a delegate submitting a resolution did not have to be accredited at that time. In fact, in 1963 a draft amendment of the Standing Orders, stating that the delegate should be accredited, had not been adopted by the Committee on Standing Orders because the employers and workers believed it could hamper them in having resolutions received when their credentials were late through no fault of their own. The intention of Article 17, paragraph 1 (1), was not that the delegate should be accredited when the resolution was submitted, but that the delegate should be accredited when it was presented to the Committee, as was indirectly confirmed by Article 17, paragraph 4, of the Standing Orders. On the second issue, he explained that the practice of the Office had not always conformed to the 48-hour rule, as shown by the precedent set in 1973 when the Office did not publish a resolution initially because the author's credentials had not been received, but pub-

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[1] See text in *Provisional Record* 1 (Rev.) (Supplement).

lished it later, as was done this year. This had not given rise to objections. In fact, the solution more in conformity with the Standing Orders would have been for the Office to publish the resolution and make it clear in a footnote that the author's credentials had not yet been received. It would then have been the responsibility of the Committee to decide on the question of receivability under Article 17, paragraph 4, of the Standing Orders on the basis of the credentials received at that time. It was not necessary to modify the Standing Orders, but rather to revise Office practice. Two options were open to the Committee: to follow the 1973 precedent or to set aside the resolution on the basis of Article 17, paragraph 1 (2), as in this case, the Office had not published the resolution within the 48-hour time-limit through no fault of its author.

6. A discussion followed on the importance of ensuring that prospective employers' and workers' delegates were not penalized by the failure of governments to present their credentials on time and on the danger of amending regulations by means of various precedents. The Workers' Vice-Chairman stressed that the Office should have published the resolution, as the Legal Adviser had indicated, and that the practice of the Office should be changed to avoid similar cases in the future. He added that the notion of "availability" in Article 17, paragraph 1 (2), was open to interpretation. It was possible to conceive of a case in which the Office would make a copy of a resolution available to a delegate, if requested, even though it was not in printed form. The Government member of Canada pointed out that in the past the Office had shown some flexibility, even contacting the Permanent Mission to seek assurance that the credentials of a delegate would be delivered, and it should be encouraged to continue this practice.

7. As proposed by the Government member of the United Kingdom, it was agreed that the questions of principle posed by the Employers' and Workers' groups should be set out in a Special Report by the Officers of the Committee to the Plenary Session of the Conference. The Committee agreed to deal with the resolution concerning the situation in Rwanda, but did not wish to create a precedent by doing so. It supported the provisions of the Standing Orders on the date of submission of the resolution and on the accreditation of the author, and took account of the problem caused in this case by the Office's action based on an earlier precedent. In dealing with the resolution on this occasion, no precedent should be set for the future. The Committee requested the Office to change its practice in future regarding the publication of draft resolutions received on time, as outlined by the Legal Adviser. The Committee considered that the above-mentioned observations were particularly important in view of the fact that the time available for the Resolutions Committee in the future would be shorter.

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Sixteenth sitting

Monday, 14 June 1993, 10.15 a.m.

Presidents: Mr. Abdel Hak and Mr. Bustos Huerta

REPORTS OF THE GOVERNING BODY AND THE DIRECTOR-GENERAL: DISCUSSION *(Cont.)*

Original Arabic: The PRESIDENT – We are going to continue our discussion of the Reports of the Director-General and of the Governing Body.

Original French: Mrs. AHOYO *(Minister of Labour and Social Affairs, Benin)* – It is with pleasure that I add my voice to the chorus of those paying well-merited tribute to the President on the occasion of his brilliant election to the chair of the 80th Session of the International Labour Conference. I would first of all like to offer him, on behalf of the Republic of Benin and on behalf of the delegation which I have the honour of leading at this Conference, my sincere congratulations. I trust that under his wise guidance the work of this session will be crowned with success.

I would also like to take this opportunity to express my gratitude to the Director-General of the International Labour Office for the excellent Report that he has submitted for our consideration and for the activities he has carried out during the past 12 months in pursuit of the goals assigned to him as Director-General of the International Labour Office. I should further like to congratulate him on his reelection for a new period of office, and my country – the Republic of Benin – would like to reassure him of its confidence and support.

I note with satisfaction and I appreciate the relevance of the theme for general debate proposed to us by the Director-General of the International Labour Office, namely social insurance and social protection.

In selecting this theme, the Director-General has reopened a debate, the complexity, diversity and importance of which stem from the nature and basic postulates of the theme itself.

In the first part of his Report, the Director-General's methodological approach is based on a general study of social security and social welfare systems, accompanied by a comprehensive critical analysis highlighting their strengths and weaknesses.

The main questions addressed in this context are the scope of social protection, the administration of social security schemes, the cost of compensation for industrial accidents and occupational diseases, financing problems and the different experiences of industrialized and developing countries.

Viewed as an ideal at the beginning of our century, the introduction of social security systems was greeted as a hopeful sign in Africa in general and in my country in particular, since it corresponded to basic social concerns.

It has to be acknowledged, moreover, that in historical terms social security systems have certainly improved people's living conditions by increasing the life expectancy of millions of workers in Africa and throughout the world.

At the present moment, however, my country is among those which consider that social security systems in Africa, particularly in the countries south of the Sahara, are in a state of crisis.

As you know, the main feature of this crisis of structures, methods and policies is a substantial and continuous decline in contributions due to staff cuts in the public and private sectors – hence to the insolvency of employers and to a chronic lack of the public resources needed to subsidize certain benefits provided by social welfare bodies.

As regards Benin in particular, the branch of pensions administered by the Benin Department of Social Security since 1 July 1970 went into deficit for the first time in 1987.

This alarming situation which is the culmination of disastrous administration and of a harsh political and economic climate has weakened the Department so much that it is unable to meet on a regular basis its commitments vis-à-vis its claimants, since it showed an accumulated deficit of one billion six hundred million francs CFA in 1990. This in fact means that the level of social coverage is scarcely above 63 per cent.

After several audits, very vigorous measures were taken, particularly the drastic reduction of structural and operating costs, the establishing of improved financial resources, the suspension of early retirement pensions, revisions of pensions, more stringent medical examinations, the revision of the basic management and administrative texts and the drafting up of a new Social Security Code.

The implementation of the majority of these measures has made it possible to see a clear improvement in the Department's situation.

Despite these reforms, however, it should be noted that the system of social security in Benin, at the risk of disappearing, will need further technical and financial assistance from the international organizations.

In truth, seen in its context, the problem of social insurance and social security is first and foremost a problem of development. That is to say, the problems linked to a crisis in the social security system noted in the developing countries do not arise in the same way in the industrialized countries. Over and beyond these concerns, African countries in particular are faced with other major difficulties which are inhibiting their economic development.

It is obvious that the African countries cannot set up social security and social insurance systems which are consistent, efficient and operational when we bear in mind the fact that they are struggling daily with problems such as a labour market whose main features are unemployment among thousands of trained graduates and persons made redundant from enterprises; an increasingly high level of unemployment in rural areas; a significant informal sector; and intolerable levels of debt.

These are the new elements involved in promoting systems of social insurance and social protection in developing countries.

I am sure you would all agree that in almost all our countries the majority of the populations are not covered by the social insurance and social security systems in force which are therefore discriminatory in nature.

In fact, it is necessary to rethink, and to reinvent via a global strategy social insurance and social protection policies in African countries.

I, for my part, believe that, in order to take up the challenge imposed upon us by social protection, solutions must be sought in two directions – at the national level, and at the international level.

At the national level, governments must strengthen the systems of social security currently in force, they must develop and promote programmes to improve public finances and economic restructuring with a view to creating new enterprises and thus new jobs. Tripartism must also be strengthened at the national and sectoral levels, an effort must be made to avoid interfering in forms of private social protection and new complementary forms of social protection and social insurance need to be examined.

My dearest hope is to see our Organization, which is a symbol of social conscience, continuing, as in the past, its activities to help development in our countries, through its influence, its expertise and its institutional means.

The ILO, at this time of political and economic change, must strengthen fledgling democracies so that they can manage their systems of social security at this time of transition from centralized to market economy systems.

It should also continue its standard-setting activities and establish permanent contacts with international financial institutions with a view to mitigating the adverse repercussions of structural adjustment programmes under way in our countries.

The ILO, to assist governments and the organizations of workers and employers as best it can through its regional structures, should allocate the necessary financial resources to this with a view to ensuring that multidisciplinary teams in those regions may be truly operational.

In conclusion, might I be allowed to remind you that since the last session of the International Labour Conference, the political situation in South Africa has remained a major concern for governments and peoples.

That is why, on behalf of my country, the Republic of Benin, I note with interest the changes which have taken place, and which are taking place, in that part of our continent. Nevertheless, all parties concerned should enter into a frank and sincere dialogue with a view to the definitive abolition of apartheid in South Africa.

These are the concerns of my Government which I have the honour of representing at this session of the Conference.

I would like therefore to take this opportunity of saying that I would like to see the ILO, as it moves forward, to herald the search for peace and social justice for a better future for humanity.

Mr. EJALU *(Minister of Labour and Social Affairs, Uganda)* – On behalf of my country and my delegation, I wish once again to congratulate the Officers of the Conference on their unanimous election. We are happy that the deliberations of this Conference under their able leadership are progressing well so far and we are sure they will continue to do so up to the end.

I am happy to inform this Conference that Uganda has continued to make positive and determined efforts to transform its political and socio-economic situation. The Government of the National Resistance Movement (NRM) has implemented liberalized economic measures within the framework of a dynamic programme with the IMF and the World Bank. The economic programmes are recording a spate of local and external investments. Inflation, which stood at 63 per cent last year at this time, now has come down to below 10 per cent. The official exchange rate has steadied within a narrow trading range of 1,170 Uganda shillings to 1,220 Uganda shillings per dollar.

Through tripartite consultations, a broad understanding has developed between the social partners in Uganda that structural adjustment is a must and should be pursued to mutual benefit. We agree with the statement in the Office Wages policy report that "structural adjustment is not something that can be opposed ... the need is to identify the optimal strategy for attaining the most successful form of adjustment". In our experience, adjustment measures carefully balanced between recurrent budgetary support and capacity-building in the economy is likely to introduce sustainable positive changes for all concerned.

As a prerequisite to the success of economic measures, the Uganda Government has put in place a democratization process and transparent methods of governance. In this regard, the Constitutional Commission has presented its draft Constitution to the Government. The interim Constitution empowers the current Parliament and the Army Council to promulgate the new Constitution. But because the NRM wants the new Constitution to have maximum legitimacy and acceptability, a statute has been passed by Parliament ceding this important role to a constituent assembly to be elected in November this year. The elections will be by adult suffrage. This will be followed by a general election for the new order as per the new Constitution the same time next year.

In the area of trade union democracy, we have made some good progress. A statute has been passed by the Parliament giving civil servants, teachers and employees of the Central Bank the right to unionize. This right had been denied to this category of workers for years. The organized workers, through their umbrella organization, NOTU, have also been given a constitutional right to send three representatives to the Parliament and two representatives to the constituent assembly. At the same time, formal steps have been taken to ratify the Tripartite Consultation (International Labour Standards) Convention, 1976

(No. 144), most of whose provisions have already been incorporated into our national laws.

We note the Report of the Director-General, *Social insurance and social protection*, with appreciation. The Director-General has analysed the status of social security in developed and developing countries comprehensively. In the case of Uganda, active membership in the social security scheme is still restricted to the formal sector, for a total 400,000 members out of a workforce of 7.3 million, and a population of 17 million. This, therefore, means that the majority of the labour force, or 6.9 million workers, are outside the existing statutory minimum social security. There are two main social security schemes: the contributory and the non-contributory.

The contributory scheme, the National Social Security Fund, established in 1967 by legislation, is a provident fund to which workers and employers pay contributions regularly. Total benefits are paid out to the individual members at the age of retirement, or to their survivors in the case of death. The scheme covers the private sector and non-pensionable public sector employees.

For the non-contributory schemes, a pensions scheme and death gratuity funded by the Government exist for traditional civil servants, the teaching service and the district services.

The policy of the Government now is to encourage occupational schemes to supplement the statutory national scheme. Therefore, in the area of technical cooperation, we would like the ILO to join with us and assist in efforts to extend the coverage of social security to the large section of our population which is not yet covered. In this regard, we appreciate the ILO assistance already extended to the National Social Security Fund.

I wish to register, with great appreciation, the visit by the Assistant Director-General of the ILO, Mr. Faisal Abdel Rahman, to Uganda last year. He was the highest ILO official to visit Uganda in 20 years. Besides, the ILO has offered financial assistance for an employment policy formulation workshop and an international labour standards seminar. I should also like to acknowledge the contribution of the African Regional Labour Administration Centre in the training of labour administrators.

The ILO has been supportive during our transformation period and we look forward to more collaborative ventures in the areas of employment creation.

Concerning the situation in South Africa, my delegation would like to join other peace-loving nations, and with renewed urgency urge those people who are perpetuating violence with the aim of disrupting peace negotiations towards the smooth transition to majority rule in South Africa, to stop it. The situation in South Africa today demands courage – courage of a different kind. The courageous in South Africa should be calling for an end to all forms of violence – black on black, white on black, or black on white. The rest of the world, we believe, ought to maintain a cautious and judicious arbitration on developments towards a universally acceptable form of governance in South Africa until we are finally there.

In conclusion, on behalf of the Government of Uganda, I wish to welcome the new member States to the ILO, and to congratulate the Director-General, Mr. Michel Hansenne, on his reappointment.

Original Portuguese: Mr. VAN ZELLER *(Employers' delegate, Portugal)* – First I would like to congratulate the President on his election to his exalted post and wish him every success in his functions.

The Report presented at this session of the International Labour Conference by the Director-General considers an issue – *Social security and social protection* – which is of great importance and very timely. The objective of extending social protection to all the population of all countries is, in our view, one which should be given priority in the plans of governments and the economic and social agents.

In fact, as the Director-General says on page 6 of his Report, "the presence of a reasonable social safety net for all individuals and households ... enlarges and strengthens the labour force of a country, adds to its capacity to promote growth and to accept change, and underpins a greater degree of political and social stability".

Similarly, the factor of social protection is of growing importance from the point of view of the desirable intensification of trade between different countries and the overcoming of obstacles to free competition.

In fact, it is with justified concern that the economic agents of the most industrialized nations, particularly those whose social protection systems are the most highly developed, note that a large number of countries with a relatively high economic growth rate are not giving their citizens an adequate level of social protection.

This fact, by allowing the economic agents of these countries, to reduce unjustifiably and significantly, from the social point of view their respective costs, introduces an unacceptable element into international competition by distorting the operation of the market and may constitute in the near future a serious stumbling block for international trade.

In this context, we consider that the ILO should play its fundamental role by putting pressure on member States in the light of this problem, and in particular, by ensuring that international legal instruments already adopted by the ILO such as, for instance, Convention No. 102, should be incorporated into national legal systems.

Furthermore, I must also express here my deep concern at the deep financial imbalance affecting social protection systems in many countries, even in the economically strongest countries, which is casting great uncertainty over the future of such systems.

If in part it can be said that such a recession is the consequence of the crises which the economies of these countries are going through and of demographic factors, for example, such as the ageing of the population in Europe, it is no less true that the vulnerability shown by these protection systems requires careful consideration of the principles and methods according to which they are structured, in particular as concerns the need to reform the objectives which national social security schemes should pursue.

In this respect, it should be stressed that social security should evolve towards making a clearer and more effective linkage between public and private schemes by promoting, in particular, not only a rationalization of the different contingencies which the State should cover, but by creating fiscal and, financial incentives to strengthen effective recourse to private insurance schemes.

In this way, significant benefits would be gained in terms of a reduction of public social security expenditure, and a reduction might even be envisaged in compulsory contributions in cases where, as Portugal, they are too high.

Two other aspects related to the problem of the financial deficit of the social security systems which I cannot fail to mention are, firstly, the extreme need for adopting strict rationalization measures aimed at reducing the weight of the bureaucracy and of administrative overheads in public social security budgets and secondly, the need for strengthening the supervisory machinery for the granting of pensions and benefits, particularly sickness benefit, in an attempt to prevent fraudulent claims, which are often made in Portugal.

In concluding, I must also refer to another aspect which is very important in the context of these issues. The solutions to be adopted in this field must be the result of consensus by all the economic and social partners concerned.

In fact, the urgent solutions to be adopted in this field must be based on an open and careful discussion between all the parties and should aim at providing realistic models which take due account of the economic and actuarial provisions which must always undertake any reformulation of social security.

It is only in this way that we will be able to face up to the difficult challenges before us in this field and which are bound to increase in the future.

Original Chinese: Mr. WANG *(Workers' delegate, China)* – First of all, I wish to extend my warm congratulations to the President of this session of the International Labour Conference. I also wish to express my heartfelt congratulations to the three Vice-Presidents. I am convinced that under their guidance this session will be a complete success.

Social security is an important issue with a direct bearing on the interests of the broad masses of workers. In the present world, where economic and political situations are undergoing major changes, the working masses and the trade unions are all the more concerned with it. It is therefore very necessary that this session should take social security as the theme of its deliberations.

We have read closely the Report on *Social insurance and social protection* submitted to this session by the Director-General of the International Labour Office. The Report is rich in content in that it has listed the social security systems in countries of different types and has conducted some analysis of the common problems. It can therefore serve as the basis of our deliberations.

As a socialist developing country, China has always attached importance to the social security of the working people. In the second year after the founding of the People's Republic of China, namely in 1950, it promulgated regulations on labour insurance, which have provided workers with security in respect of old-age, illness, injury and disability, issues that had long been of concern to them. There are problems inherent in this system however, such as narrow coverage and payment of all the expenses by the State. As the restructuring of our economy progresses the social security system too is being reformed. The principle of this reform is to coordinate the interests of state, community, and individual. Its objective is to create a systematic social security scheme suited to the present level of the productive forces of our country. The focus now is to improve or establish unemployment insurance and work injury insurance and to increase the socialization of old-age pension insurance and health insurance, so that a fund-pooling system for social security will be established to which the State, the community and the individual all make a rational contribution. The trade unions in China represent and defend the interests of the workers. They have contributed considerably to the reform of the social security system in the country, through active participation and promotion, mainly in the following respects.

First, the trade unions have actively participated in the formulation of regulations, statutes and laws concerning social security by proposing schemes for such reform and reporting in a timely manner to the authorities concerned the workers' opinions of and requirements for the reform. They also participate actively in supervising the enforcement of regulations, statutes and laws concerning social security and in the supervision of payment, expenditures and management of insurance institutions' funds.

Secondly, the trade unions in China maintain that the workers' existing benefits should be safeguarded during social security reform and that reform should bring more benefits to the workers. They hold that the labour system, wage distribution system and social security system must be reformed in a systematic manner in which the interests of the State, the enterprises and the individuals are all taken into account. As regards the practice of the workers making some contribution to their old-age pension or health insurance, their ability to sustain it should be considered. Wage increases should, generally speaking, precede payment of such contributions and a ceiling should be set for individual contributions so that the three sides can each have a rational share in providing the workers with social security. These proposals from the trade unions have played an important role in promoting the reform of the social security system in China, thus gaining support from the workers.

Thirdly, in order better to protect the personal interests of the workers, the Chinese trade unions have made great efforts to institute additional insurance for workers on the basis of mutual assistance, by means of mutual assistance associations for the aged and mutual assistance insurance for accidents. So far, the Chinese trade unions have established more than 40,000 additional mutual assistance insurance organizations for workers, with nearly 8 million participants who may, during times of difficulty, both enjoy the protection of the unified state social security system and receive help from the additional mutual assistance insurance set up by the trade unions. This practice has been well received by the workers.

Although different countries are at different levels of economic development and offer divergent levels of social security, all countries, and in particular, their workers and trade unions are concerned with the same major question of establishing setting up and improving social security systems. We believe that economic development is of the utmost importance here and is the only guaranteed source of funds for social security. We have noted that against the backdrop of a sluggish world economy the governments and employers of some countries have cut their spending on social welfare, doing harm to the social security system and affecting the personal interests of the workers. This warrants our concern and should not be allowed to continue.

We believe that the International Labour Organization should make positive efforts to promote the development of social security in all countries. It should first further develop its studies on this question and collect material on the social security systems of various countries for reference; secondly, it should provide research results, information and advice to the three parties of its member States, the developing countries in particular.

The Chinese trade unions hope to intensify their discussion with other countries in this regard through their deliberations on the topic during this present session. We are ready to learn from all successful experiences and to work to establish and improve a social security system in China that suits our national conditions.

Original French: The CLERK OF THE CONFERENCE – The Chairman of the Committee on the Application of Standards, Mr. Pérez del Castillo, has asked me to request those countries whose representatives have not yet replied to the invitation of the Committee – Chile, Guatemala, Jamaica, Morocco and Yemen – to present themselves to one of the next sittings of the Committee either today, tomorrow or the day after tomorrow.

Mr. WILSON *(Workers' delegate, New Zealand)* – On behalf of the Workers' delegation of New Zealand, I would like to congratulate the President on his election to chair this session of the Conference, and offer our best wishes for the duration of his term of office.

The New Zealand Council of Trade Unions would like to congratulate and support the Director-General in identifying the issues of social protection and social insurance as the key matters for consideration at this 80th Session of the International Labour Conference.

If there is one fundamental value that inspires and directs the work of the ILO, it is that value which was captured so emphatically and yet so succinctly in the Philadelphia Declaration's assertion that labour is not a commodity.

And yet the treatment of labour as a commodity is precisely the single greatest threat that working people face today in so many countries. It is a threat that carries with it a direct challenge to social cohesion, equity and civilized standards and behaviour nationally and internationally.

If ever there was an arrogance amongst higher-income countries that promotion of standards was something which needed to be done amongst the poorer nations of the South, then that arrogance is well and truly misplaced. There is a continuing need for the ILO to be proactive in securing respect for and compliance with its values and standards in all countries, and especially in some of the OECD countries which may previously have regarded themselves as international citizens above suspicion or reproach.

I can say this with some confidence based on the experiences of workers in New Zealand during the past two years.

Since 1984, New Zealand's economy has been progressively opened up and deregulated. Until 1990, that process of economic liberalization was underpinned by social welfare and industrial protection that shielded New Zealand's workers, and New Zealand's population generally, from the worst excesses of unrestrained international competition.

In late 1990, the Government changed, and among the first actions of the new administration was a substantial reduction in the level of most social welfare payments. The reductions ranged from 10 to 25 per cent.

In addition to the reduction in the level of income support, there were very severe tests on eligibility for it. In summary, the unemployment benefit was withheld for six months if a worker refused a job offer, left a job voluntarily or was dismissed for misconduct.

This was followed early in 1991 by the Employment Contracts Act which, inter alia, dramatically increased the employers' bargaining power and their ability to dismiss workers who resisted reductions in wages and conditions of employment, or to unilaterally alter contracts of employment.

This and other measures in the Act have seriously undermined the workers' security, dignity, freedom to choose and position during collective bargaining.

The Government has said that under the Act workers would have the freedom to choose between an individual contract or a collective contract, yet a public survey commissioned by the Government last year revealed that only 34 per cent felt they had any choice. There is no legal obligation for an employer to bargain at all.

The Government has said that workers have freely chosen to move to enterprise bargaining, but it does not disclose that it is specifically unlawful to strike on the issue of whether a contract will bind more than an employer. Employers thus have a veto power and the result is that there has been a drop of more than 90 per cent in the number of industry or multi-employer collective contracts.

The Government has said that workers have the freedom to choose who will represent them in bargaining, yet the Government survey revealed that 64 per cent of employers do not always respect their employees' choice. The law is inadequate to prevent employer harassment and direct engagement with employees despite their choice to bargain collectively through their union. Unions are no longer recognized in the Act.

The Government has also said that workers are protected by a minimum statutory code, but the minimum wage has not been increased in the two-and-a-half years the Government has been in power. A most vulnerable group, young workers under 20, has no minimum wage at all.

The New Zealand Council of Trade Unions has lodged a complaint with the ILO regarding the content and impact of the Employment Contracts Act and awaits the outcome with interest.

I do not wish my comments today to be taken as interference in the due process of consideration of that complaint. Rather, they are intended to apply the experiences of one country to the wider theme which the Director-General has developed in his Report, that of securing adequate social protection.

In this Report, the Director-General contends that "the OECD countries have comprehensive [institutionalized social security] systems which typically … operate effectively and efficiently". This is contrasted with such systems in developing countries which are said, in general, to have "serious shortcomings as regards their operation".

I know that there is a vast difference between the adequacy of the New Zealand social security system and those in most developing countries, and I do not want to overstate the magnitude of welfare cuts in New Zealand in recent years.

What I want to say is that there should not be a presumption that in all OECD countries social security is constantly being improved. The New Zealand experience suggests that reversals are a very real prospect, and that the operation of social security systems can be adjusted to have negative labour market impacts. The effectiveness and efficacy of those systems should not be taken for granted, and I would hope that the Director-General extends the vigilance of his Organization beyond the practices of the developing world when it comes to matters of the operation of social security systems.

The Director-General has correctly identified employment injury compensation as a vital element in providing worker security. He specifically refers to New Zealand's unique accident compensation schemes which, as established in 1974, were inspired by the same visions of collective responsibility and social justice which inspired the signatories to the Declaration of Philadelphia, one of whom later became a Prime Minister of our country.

It was an accident compensation scheme of which we were justifiably proud and which attracted the attention of social reformers around the world.

It also had a social contract basis because the common law right to bring a case for damages in civil courts against employers and others was abolished in exchange for the entitlements under the statutory scheme.

It is with a real sense of sadness that I have to report that, despite surveys showing 80 per cent public support for the scheme, and in spite of political opposition from every interest group except employers, the New Zealand Government has reduced a fundamentally sound scheme to one which, from a workers' compensation perspective, now barely meets acceptable international standards. And it has done so without restoring the right to sue in civil courts.

As a consequence, it has been necessary for the New Zealand Council of Trade Unions to lodge a complaint with the ILO regarding a breach by the New Zealand Government of Convention No. 17 (ratified by New Zealand as long ago as 1938) which requires that, in respect of work injury, medical treatment is to be provided at no cost to the worker.

Our experience during the past two years therefore requires us to conclude that despite membership in the ILO and endorsement of its aims and values, the New Zealand Government does not appear to attach any real weight to the need to comply with ILO standards.

I commend the mission of the Director-General and his determination to extend compliance with ILO standards in the developing world.

All I would say is do not forget us in the OECD countries. The job is not finished. What has been achieved is not secure. The New Zealand experience is ample testimony to those sad but undeniable conclusions.

(Mr. Bustos Huerta takes the Chair.)

Original German: Mr. HESOUN *(Federal Minister for Labour and Social Affairs, Austria)* – This year's session is concerned with social security and the development of social insurance systems. In prosperous countries, especially in Europe, the past 20 years have seen considerable progress in the organization of social security. This offensive by the Welfare State has created social networks which have given all citizens, irrespective of income and social status, a high level of security in all areas of life.

Recently, however, the economic downturn in practically all the industrialized countries has led to a trend to cut back on many social benefits. Many politicians view these restrictive measures as a way of reducing pressure on the economy, without considering that this sort of saving can jeopardize a country's entire social balance.

Such retrograde development is at the expense of the weaker members of society, and it also means that the need for flexibility in the economy to undertake innovative programmes and raise qualifications and thus also productivity is neglected.

The Austrian Federal Government believes that social deconstruction of this kind is not the appropriate way of countering the worsening economic situation, which has particularly dire consequences for the labour market. Therefore, in our social policy, we are persevering with the development of the welfare state principle, and I must say that the policy is bearing fruit. The economic development of our country has also shown that a pro-active social policy has an important part to play in maintaining a society's economic stability.

I would like to take this opportunity to describe our federal legislation on care and attendance benefits. It offers a comprehensive social model and could serve as an example for other countries wishing to re-orient their social policy.

Until recently, recipients of such benefits were granted a standard amount which was supplemented with personal benefits to cover individual requirements. This uniform system was overtaken by contemporary requirements. In the political restructuring of this area, particular attention had to be paid to changes in the social field, notably:

- The "generalization" of social security has been unable to take account of all individual requirements, especially those of people who need care;
- Provision for people needing care will increasingly become the responsibility of the private sector because hospitals and homes are overburdened;
- Because of changes in family structure and increased life expectancy, people in need of care are increasingly dependent on outside help;
- The social status of the disabled during the decade of the disabled has gradually been improved. However, in areas such as freedom of choice and in providing benefits in line with individual requirements, much remains to be done.

Our legislation on care and attendance benefits takes account of these factors and has enabled us to develop a model combining individual provision with enhanced benefits. Care and attendance allowances are subject to certain conditions, namely that the disability in question should require care for at least six months, that it should require more than 50 hours of nursing care each month, that the beneficiary should be at least 3 years of age, and normally the recipient should be resident in Austria.

The different benefits were divided into seven categories according to the level of need. Of crucial importance is the number of hours' nursing required, from 50 hours a month to round-the-clock care. Everybody receives an allowance sufficient, in terms of hours of nursing required, to provide for the care he or she needs; 350,000 people throughout Austria will for the first time benefit from the new provisions. They will now be in a position to exercise self-determination in dealing with their disabilities and arranging their daily lives according to their personal criteria.

This is an entirely new social system, and together with the sickness, pensions, and unemployment insurance systems, it will become a pillar of the Austrian Welfare State. Furthermore, the new system requires no additional bureaucracy. It can be run entirely within the existing infrastructures.

It thus achieves the highest degree of balance between requirements and benefits, while also embodying optimal flexibility in dealing with people's individual requirements.

In other fields of social security, too, we will have to learn again how we can produce this balance between social needs and a decentralization which takes account of the needs of society as a whole, the situation in industry, and social and private needs.

As we see it there can be no social policy without there also being a general strategy of implementation and the necessary centralized structures; on the other hand, a social policy programme will be ineffective if it fails to consider people's individual needs.

This is a social philosophy which will become increasingly important, both within Europe and beyond its borders.

Mr. NAGY *(Employers' delegate, Hungary)* – First of all, I would like to express the joy of the Hungarian employers' delegation regarding the President's election. I am certain that this Conference will be as successful as usual under his leadership and with the guidance of the distinguished Vice-Presidents.

Social security, a priority issue this year, is of special concern for Hungarian society and especially for employers. After 40 years of authoritarianism, Hungary is now striving to switch to a modern system with a free market economy. Setting up local social security authorities is part of this transition. Hungarian employers are in a special situation, as they have to cover 80 per cent of social security expenditure.

Social security is one of the largest parts of the country's income, with an annual budget of 600 billion forints, which is about $80 billion, a huge amount which is not easy to manage properly. It should suffice to finance sickness benefits and help to alleviate problems arising from occupational and other accidents. The payment of constantly adjusted pensions is also difficult in a country where the annual inflation rate still exceeds 20 per cent, although it is already slowing.

Added to all this is the heavy burden inherited from past regimes, which nationalized social security assets 40 years ago. The new democratic Government which came to power three years ago is reluctant to return this wealth. It is so reluctant that it has given back nothing of it so far.

What is more, social security still finances benefits which should be paid by the State. One of these is the family allowance for children, which obviously falls within the scope of the social welfare policy. It is thus hardly surprising that Hungary's social insurance institute operates with a very poor coverage ratio of 70 per cent, while the standard figure is around 30 per cent.

In Hungary today, 71 per cent of all actual wage payments go to the social security budget. In principle, this could mean that we have one of the world's best systems, but in reality just the opposite is true.

These facts clearly show that very few problems can be resolved with money alone. It is also evident that profound reorganization cannot be delayed any longer. If the owner of a company were in such circumstances, he or she would appoint a new manager with a new approach. This is exactly what we are going to do. Under the new management system for social security, health and pension insurance schemes will each be directed by a 60-member council. Employers and employees will send the same number of delegates to the health insurance council, while the pension council will include 24 employers' delegates and six representatives from pensioner organizations.

The employees' delegates were selected from among trade union officials during a nationwide referendum. Not only trade union members but all enfranchised citizens were able to go to the polls. Naturally, the voting also reflected current power relations between the various trade unions and trade union alliances. Under the electoral law, at least 25 per cent of eligible voters must turn out for elections to be valid.

As in other countries, people in Hungary show little interest in politics. Parliamentary by-elections have had to be repeated three, four or even five times because of low voter turnout, and there was a possibility that this would happen again this time. We did not like the idea at all. In our view, the quiet revolution in 1989-90 was only the beginning of the process that will put an end to the paternalistic state, in which other people decide what is good for the individual and state power appears as an obscure castle cloaked in Kafkaesque mist. Such a state of affairs is unfortunately extremely agreeable for a state which is unwilling to give up power. Constant reference to democracy and untiring work are needed to achieve our aim. The election of employee delegates is in principle not of concern to employers. "Leave agitation to the trade unions", we may say. But we know full well that the issue is much more complex than that. It is a question of limiting the role of the State so that social security ceases to be a servant to the central budget, but promotes its original aims, for which this huge sum is after all paid. In this case, we hope contributions can be reduced as well.

For this reason we too campaigned for voter participation. Polling stations were set up at places of work, and workers at several places were allowed to leave their jobs early for the elections. As a result, voter turnout was nearly 40 per cent, making the elections valid beyond any doubt. However, this did not result in a happy ending.

While this unexpectedly great success brought legitimate employee representation, the next step was to call into question the legitimacy of the employer side.

The highest forum in Hungary's world of labour is the tripartite Council of Reconciliation. It is empowered to negotiate minimum wages, the questions relating to the Labour Code and all basic issues in the field. It has sent its delegates and experts to ILO general assemblies from year to year, and it has been generally accepted that Hungarian employers are represented by the employer side of this council. This side comprises nine organizations, which you may find too many, but we leave it to the employers to decide which and how many organizations they need. Artisans, cooperatives, small and large entrepreneurs and farmers all represented. As one company often participates in more than one interest group, the real extent of representation is thus impossible to know. We have thus decided to offer a tenth of delegates to each and one tenth to the "employers" of the budgetary sphere, or the public sector. Strange as it may sound, the public sector still has a part to play in ventures too. This is a vestige of the old system. To our complete surprise, this gesture was completely misunderstood. The representatives of the public sector are demanding one-third of the employer mandates on the grounds that it too contributes to social security.

This argument is of course indisputable, as the public sector and its employees certainly pay a lot. But it is not the same thing to pay taxes from budget subsidies and to do it from one's sales returns. In a free market economy, prices can rise as high as the market permits, incorporating premium costs, wages and related charges, as well as return on capital. It follows that as the extent of payable contributions increases, whether taxes, fees, customs duty or other charges, wages and return on capital must necessarily decrease. The level of wages is the concern of the trade unions which, emerging stronger from the elections with our assistance, will not allow wages to fall on this account. This means that higher contributions would be accompanied by lower returns on capital and greater taxes. However, while taxes involve a far smaller rise affecting the economically active population as a whole, the impact of a decline in returns on capital is considerably greater. We believe that now, when Hungary badly needs more foreign investment, it is wrong to obstruct employers in speaking out on questions that basically affect them and limit their influence.

Social security is regulated and controlled by the State, whose delegate is always welcomed by the local authorities. On top of all that the State is also the biggest provider of health care due to its continuing monopoly of that sector. We are convinced that the present wrangling is against the interests of employers and employees, its sole aim being for the State to retain its influence, which obviously needs to be reduced in every area. The Hungarian Government is waging a desperate rearguard fight to maintain, or in some places strengthen, its position. It is rather strange for a Government which won free elections three years ago. I feel our ministers should think more of the next elections in 1994.

Meanwhile, we have to do all we can to defend the path which leads to a market economy and, in our belief, to a just and better world. I am asking the world's employers to help us in this struggle.

Original Arabic: Mr. A. KHALIL *(Minister of Social Affairs and Labour, Syrian Arab Republic)* – I should first like to congratulate the President, on my own behalf and on behalf of the Syrian Arab delegation, on his election to the chair of the 80th Session of the International Labour Conference, which is particularly important by virtue of the crucial topics on its agenda.

Let me add that his election is not only a tribute to his personal and moral qualities and to his scientific merits but it is also a great honour for Egypt and for the Arab and African groups.

On the occasion of the 80th Session of the International Labour Conference, I feel that it is my duty to reiterate the desire of the Syrian Arab Republic to continue its dedicated cooperation with the ILO and its different units, organs and committees in the interests of development and progress. As a member State of the ILO, we are committed to pursuit of the Organization's goals and compliance with the resolutions, Conventions and Recommendations adopted at its Conferences, especially regarding human rights and trade union rights, since we are a country that cherishes freedom and fights for what is right and good.

We have therefore always sought earnestly and sincerely to implement the ILO's Conventions and Recommendations, in the interests of all three constituent parties and primarily of the general public, in line with our policy, which is based on the words of our President Hafez al-Assad, who has said: "We exalt and celebrate labour and workers, we oppose exploitation and exploiters and we are broadening the scope and opportunities for work in order to thwart all exploiters and parasites".

We therefore attach great importance to international labour standards, which we are earnestly and sincerely seeking to apply. We continually review our legislation, taking care to respect the representative roles of the social partners.

In this connection, I should like to draw attention to the fact that we have ratified 46 labour Conventions dealing with human rights and with trade union freedoms in particular.

We continue to examine in detail a further 26 Conventions that we propose to ratify. We have referred them to the Prime Minister's Office in accordance with article 19 of the ILO's Constitution.

I do not wish to dwell on Syria's achievements in the field of integrated development but I feel I have to mention that our country, under the wise leadership of President Hafez al-Assad, has given particular attention to the role of the three social partners in promoting development and employment through both public and private development projects and through five-year plans and annual programmes in the field of economic and social development.

Our country takes great pains to achieve the social, economic and political goals that contribute to the well-being of the individual, whom we view as the necessary beneficiary of all progress. We further consider that social and economic development should go hand in hand with worldwide development, and my country therefore makes every effort to protect and enforce human rights, using all available means, be it national legislation or international regulations and instruments.

I have studied the Report prepared by the Director-General, Mr. Hansenne, for this session of the

Conference and I wish to thank him for the enormous effort he invested in preparing the main document and the appendices. We greatly appreciate the action taken by the ILO to enhance the Organization's efficiency and to find ways and means of meeting its constituents' needs in all areas, especially with respect to reforms in existing social insurance and social protection schemes in many member States.

We are particularly grateful to the ILO and its different units and organs for their activities and services in 1992 in a number of different fields and countries, underscoring the Organization's importance and the involvement of member States in its work.

I should also like to commend the many useful initiatives undertaken in a large number of countries in areas such as international labour standards, the working environment, working conditions, human rights and the work force and development.

Special mention should be made of the emphasis placed in the report on increased cooperation between the three social partners, the Arab Labour Organization and the Arab States. Joint programmes of activities have already been proposed in such areas as vocational training, employers' activities, child labour, working women, international labour standards and technical cooperation activities in the Syrian Arab Republic.

While welcoming all assistance from the ILO in this field, we hope that the programmes concerned will be extended to meet the needs of the three social partners in our country and that more funds will be made available for their implementation.

We wish to offer our warmest thanks to the Director-General for his objective approach to the preparation of Appendix II to his Report concerning the situation of workers in the occupied Arab territories, which is the 16th report on the subject to be submitted to the International Labour Conference. The Appendix reviews the extent to which the Director-General's recommendations on the matter in previous reports, especially that submitted at the 79th session of the Conference, have been implemented.

In conclusion, the Syrian Arab Republic wishes to thank the ILO, represented by its Director-General and the staff of its different units, for its work, which is greatly appreciated. I wish the Conference every success and I hope that a spirit of fruitful cooperation will prevail among the three social partners and all the member States so that our cherished Organization will be able to achieve its lofty aims.

Original Portuguese: Mr. IBRAHIM *(Workers' delegate, Brazil)* – I would like to congratulate the President on his election to chair this session of the Conference.

Before beginning, once again we would like to reiterate before all delegations that the Portuguese language requires the status of an official language not only in this house but in all the other forums of the United Nations.

Our intervention on behalf of the Brazilian Workers' delegation before this 80th Session of the International Labour Conference aims at highlighting the themes and the proposals of ILO activities in our region. We are at a historic moment of great change throughout the world and the ILO has a strategically important role to play in the process of the structural adjustment which we are experiencing.

It is necessary and important to stress and reaffirm the tripartite principle, even though it is frequently attacked. It is a fundamental instrument for the consolidation of democracy. We reiterate that the practice of tripartism should also be extended to other bodies of the United Nations and specifically, to those which influence the labour world. We insist that cooperation and exchange programmes between countries should be in keeping with international labour standards and Conventions. We hope that these principles will be guaranteed in our region with the establishment of MERCOSUR and NAFTA.

The ILO, by virtue of its tripartite composition and the importance of the subjects with which it deals, has served and must continue to serve as a reference point in guiding relations between capital and labour. I should also like to stress its most important role as a custodian and safeguard for the social rights achieved until now.

As we draw towards the end of one century and the dawn of another, the world is witnessing comprehensive and deeply rooted changes in economic and social relations. We have here a strategic field of cooperation and dialogue, and a well-defined objective: the strengthening of democracy and social justice. Social justice has to be understood as the guarantee of employment, wages and conditions worthy of work, as well as decent health care, education, housing, basic sanitation, as well as in these times of changes training, skills acquisition and vocational retraining. In this respect the Workers' Education and Technical Cooperation Branch of the ILO plays an important role.

The cooperative system amongst workers is a valuable instrument in dealing with the challenges of high unemployment rates and a growing informal sector, in both the rural and urban sectors. For example, in our country, 75 per cent of the population live in urban areas, and 50 per cent of the active population either work in the informal sector or are unemployed. The ILO's cooperation programme thus deserves special mention.

In this panorama of change and structural adjustment, attempts are being made to detract social security from its proper objectives. Special attention must be paid to this question, so that the well-being of workers is not transformed simply into an object of gain. We must also ensure the practical application of tripartism in the social security management bodies and ILO participation is crucial in this respect.

The complaints which have come here from our country on the non-compliance of some sectors with the basic principles and rights of workers guaranteed by the Conventions we have ratified, are a subject of concern and have received appropriate treatment by the responsible bodies in collaboration with trade union bodies. The seriousness with which the problems regarding the elimination of child and forced labour are dealt with in my country is the fruit of constant activities of the trade union movement, with the support of the ILO

Despite all this, countless children are introduced on to the labour market, if they are not assassinated or left to wander miserably on the streets far from the schools. A new legion of illiterate and second rate citizens is thus being prepared. Opposed to this crude reality, Brazil's main trade unions, the Força Sindical, CUT and CGT, as well as other institutions, have drawn up a programme which has had a great impact on the upholding of international labour standards as regards the elimination of child labour.

Faced with the increasing deterioration of the social situation in the country, the Brazilian trade union movement is shouldering its responsibilities, not only in the field of economic and cooperative struggles, but in coming to the rescue of the workers and citizens. At this time of the formation of mega-blocs, the internationalization of the economy and the new international labour division, it is essential that trade unionism should be seen as a social partner, an actor and an agent of development.

To this end the international cooperation and financing bodies and agencies should also change their role and structure with the object of promoting development and maintaining man as the heart of their concerns.

We must also emphasize that it is essential for there to be a convergence of interests between the workers of the north and the workers of the south.

Now as democracy is being affirmed as a universal value, we reiterate our hope and willingness to fight for the building of a society with social justices and sustainable development, one which will once and for all eliminate hunger, poverty, slavery and fratricidal wars between peoples.

Original Spanish: Mr. SIFONTES *(Minister of Labour and Social Welfare, El Salvador)* – It is a great pleasure to express to Mr Abdel-Hak, on behalf of the Government of El Salvador and of the delegation which I head, our most sincere congratulations on his election as President of the 80th Session of the International Labour Conference. Allow me also to extend a cordial welcome to the distinguished delegations which are taking part in our Conference, and to congratulate Mr. Michel Hansenne on his re-election as the Director-General of the ILO.

The Government of El Salvador has carefully studied the Report submitted by the Director-General and considers that the role played by the ILO has been fruitful, as reflected in the two parts of the Report. The first deals with the evolution of the social security and social protection systems of member States, and with the role which the ILO can play to contribute to making those systems more effective and efficient. The Report stresses that many countries, including my own, are planning to carry out radical reforms within their social security and social protection systems, with the aim of improving administration and functioning of social security institutions.

The second part of the Report discussed topics of great importance, such as international labour standards and human rights, and the ILO's efforts to promote a more rigorous compliance with international labour standards and a greater respect for human rights within the ILO's mandate.

Other programmes which are of great interest are those concerning: (a) employment and development, whose aim is to alleviate poverty, promote democratic policies and further the protection of workers; (b) vocational training, to promote a greater effectiveness and equality of training systems, by introducing improvements in the policies and design of labour relations programmes; (c) labour administration and labour relations, to encourage tripartism and to promote the development of labour relations systems, of labour legislation, and of guidelines on individual employment relations and on the establishment of wages in accordance with the principles of the ILO and national conditions and requirements; and (d) labour conditions and environment, to improve such conditions so as to improve the well-being of workers.

In keeping with these programmes and with a similar objective, in my country we have created a Forum for economic and social concertation, fruit of the peace agreements signed by the Government and the FMLN guerrillas. This Forum is characterized by the equal participation of workers, employers and government representatives. The Government has proposed, as a first stage, the revision of labour legislation to promote and maintain a climate of harmony in labour relations, without detriment to the unemployed and the public at large; it also proposed the review of the real situation of marginal urban and suburban communities with the aim of seeking specific solutions to problems springing from the armed conflict which has afflicted my country in the past years. Consequently, the Forum offers adequate machinery for the concertation of measures which will alleviate the social cost of structural adjustment programmes.

On 17 February this year, the Forum reached a first "agreement on principles and commitments" which the ILO had the opportunity to analyse in the context of a request for technical cooperation, and found this agreement to be of utmost importance in view of the dramatic situation which El Salvador experienced during the armed conflict, which finished exactly 16 months ago. The ILO qualified the preamble of the agreement as a real profession of democratic faith because it is based on the principles of universal recognition of the dignity of work, the supremacy of the Constitution, the harmony between workers and employers, productivity and distribution, and respect for the law and the right to organize.

Amongst the labour-related topics dealt with by the Forum is the study of the ILO Conventions regarding freedom of association, women and child labour, employment and minimum wages, with a view to recommending their rapid ratification. Also, in a relatively short time, we will establish a preliminary draft of the labour code to harmonize our labour legislation with the international labour standards we have ratified.

We intend, with the support and cooperation of the ILO, which, as is well known, has a very lengthy and valuable experience in the labour field, to restructure the Ministry of Labour and Social Welfare to make it consistent with economic and social changes, and to be in a position to be able to respond to the requirements which will arise in the near future.

As our achievements in the labour field grow, it will become all the more essential for my country to have a body to ensure in practice the fulfilment of its aims, and at the same time to promote mutual respect between the social partners – the driving force of these achievements and changes.

The people of El Salvador look forward to the definite consolidation of peace, and therefore insist that all the promises made be kept. That is why we wish to avoid any frustration and will act in accordance with their just aspirations.

The process of change witnessed by my country will promote the appearance of a new society in El Salvador, where happiness and well being will belong to all. However, we must remember that there can be no peace without justice. Furthermore, we must remember that injustice disrupts the peace, and that peace without justice is not peace, just the appearance of peace. It is essential that our society experience an authentic state of law, because since man is a free being by nature, the State must provide him with conditions in which he can work in freedom and in a responsible manner. From this arises the right to legal security, which presupposes the elimination of anything which is arbitrary and violent, and the creation of a legal framework in which all individuals can exist in full knowledge of the consequences of their acts. This right to legal security has given birth to a state of law, in which all legal power and all right to govern must be based on the law.

To conclude, I should like to refer to one of the valuable teachings contained in the Report submitted by the Director-General, which states that the main object of the employment and development programme is to alleviate poverty. This reminds me of something Montesquieu said: "A man is not poor because he has nothing, but because he has no work".

Original Spanish: Mr. ROSALES *(Workers' delegate, Ecuador)* – We greet the President and the Vice-Presidents and congratulate them on their election. We also take this opportunity to greet the more than 150 countries present at this important Conference, the only tripartite body of the United Nation's family which, for 74 years now, has been defending the principles of human dignity, solidarity and social justice. The subject of the Director-General's Report is far reaching and of very great importance, namely, social insurance and social security. The Report refers to social security as a key aspect of solidarity and as a fundamental responsibility of the State.

We the workers of Ecuador have been fighting continuously and tenaciously for democracy. Nevertheless, democracy has been restricted to the mere election of representatives and a government which, under pressure from powerful economic groups, have simply yielded to economic and political greed. The present fad of flexibility – but only for one sector, namely workers – aims at eliminating freedom of association and trade union rights, and at restricting collective bargaining and other forms of social organization. The groups who hold economic power have demonstrated that they are manipulating state agencies for personal or groups aims. Moreover, they have created corruption in the various levels of government and we very much regret that some of them are now members of the present regime. As a result, our country is now suffering from complex problems: infant mortality rates of 1 per cent, illiteracy rates of 13 per cent, and unemployment rates of 17 per cent of the economically active population; the basic family basket is estimated at around $300, whereas the basic wage is only $30. There is one hospital bed per every 10,000 inhabitants, and only one out of every 1,000 Ecuadorians has access to university. Of every 1,000 Ecuadorians, only one eats three times a day. The workers and the people of our country are looking with great anxiety at the gradual and permanent impoverishment of society. A threat of dismissal hangs over the heads of many public sector workers, without there being any clear rules as to their future. Perhaps they will simply be added to the vast and growing numbers of informal sector workers who have no social protection whatsoever, and little hope of becoming productive. They are simply sellers and consumers.

In other Latin American countries we have seen how this type of plan and neo-liberal model puts an end to the productive sector, and diminishes national sovereignty. Such policies have led to a greater concentration of economic and political power, and a disregard of the State's social function. But within a short time there have been extreme social reactions as a result of a desperate fight to survive. This extreme neo-liberal plan has failed in the industrialized world and been discarded or altered. However, we accept it as a positive discovery. We do not wish to see such a situation in our country, but it is unfortunately coming. In this respect, a number of important events have taken place of late in our country. There was an indigenous uprising of considerable size which highlighted the marginalization of an important sector of our society, which is now calling for justice and space as human beings. Last September a large package of social and economic adjustments was introduced as the only way to improve the economy of the country; there was also talk of compensatory social package. However, neither the one nor the other have been realized. So, a few days ago organized labour woke up and called for a national strike to indicate to the Government that we do not agree with this policy, which is the result of the pressure exerted by international creditors. Naturally, the authorities responded with repression, in particular with the arrest of several labour leaders, who are treated not as labour leaders, but as common criminals.

In fact, our model of government contains no social criteria. At present, the national congress is considering the State Modernization Act. We agree that the State as a whole should be modernized so that it will stand at the service of society. We are opposed, however, to a modernization which would transfer the resources of Ecuador to foreign ownership.

Laws and decrees have been approved to encourage labour flexibility, with the promise that there would be more employment, less inflation and a lot more foreign investment. None of these promises have come to pass.

Social security implies accepting the challenges of growth, development, employment, medicine, food and human development. Therefore, we feel that this is a joint responsibility, and we must all do our share. We have to be actors in the creation of our future, and not simply sit back as spectators, expecting others to do the work for us. Democracy has to be an authentic reality where all of us assume responsibility to the decisions which will lead to better times for all. Solidarity has to be part of our lives.

We call upon the ILO to intervene at GATT in order to ensure that foreign trade benefits all parties. We are being forced to open up to trade and to foreign investment, but the European Economic Community is deciding to restrict its imports of bananas, a product on which our country, as one of the major banana producers in the world, depends to a large extent.

On behalf of the Ecuadorian workers, we would like to express our solidarity with the 13 leaders of

Telecom in Colombia who have been imprisoned, and with others who are being persecuted, such as our brother, Heberto López, for the crime of defending a company which is the property of all Colombians.

Finally we would like to take advantage of this opportunity to appeal to governments, employers and political and social institutions to abandon favouritism and personal or a group privilege, and courageously to open a new debate for the single purpose of working together to define a new strategy for global development that makes it possible to overcome deficiencies and ensure growth. We are struggling continuously to defend our lives, and in this we reflect the needs and aspirations of the people.

Mr. MARSHALL *(Employers' delegate, New Zealand)* – The Director-General's Report, *Social insurance and social protection*, is concerned with very relevant and important but complex questions. The Report refers to the differences between the provision of social assistance in developed and developing nations and sees a great need for countries in the latter category to move from social insurance where benefits cover mainly persons in the formal sector, to systems of social protection resembling those applied in the developed nations. A three-tier structure is proposed, although the Director-General acknowledges that the process of evolution is likely to be slow.

The Report also refers to the programmes of economic stabilization and structural adjustment undertaken by many countries during the 1980s to correct imbalances such as large external or domestic deficits or excessive rates of inflation. The question as to what extent is it possible to have a safety net or at least some modified form of income protection for the vulnerable groups which are most affected by the process of adjustment is raised.

This is an interesting question in the light of changes which have taken place in New Zealand over the past few years. As is relatively well known, New Zealand, like many nations, has undergone a process of structural adjustment of the kind to which the Report makes reference. The differences in New Zealand's case is that existing social protection programmes were already there to cushion the effects for individuals affected by change. Recently, however, the same social protection programmes have themselves been under examination. The intention, in line with what the Director-General has to say in his Report, is to achieve the delicate balance implied by the notion of shared responsibility. As the Report states, "attention should also be paid to the encouragement of individual thrift and initiative, the traditional strength of family or community support, as well as the development of institutionalized schemes based on national or group solidarity". In New Zealand, it is recognized that social protection should not discourage individual initiative.

Over recent years, it had become increasingly apparent that social protection has gone some way to blunt the sense of individual initiative and responsibility. To remedy this situation, New Zealand has been moving towards a decentralization of services and has introduced the concept of means testing, encouraging individuals to operate within their means in providing for themselves. Government activity now is more usually aimed at helping those who are dependent on the State to move out of that dependency to the greater extent possible.

This is not designed to lower standards of living but in fact to assist people to attain a higher living standard by showing them the way to self-sufficiency. The same process has taken place in the labour market.

The capacity to develop effective social assistance programmes depends of course – and to a rather greater degree than the Report seems to suggest – on the existence of a healthy economy. Last year, in her speech to the Conference, my Federation's President, Mrs. Rosanne Meo, pointed out that government intervention cannot create a climate favourable for sustainable economic growth and thus for employment growth. She told the Conference that New Zealand's Employment Contracts Act and the shift to enterprise collective bargaining which that Act has encouraged is creating a new enterprise culture whose individual responsibility and initiative are given primary importance. As a consequence, employers have been required to take responsibility for their enterprises and to communicate with their employees in a way never possible under New Zealand's old centralized industrial relations system.

The results have flowed over into improved enterprise performance and into genuine economic growth. The removal of government intervention by way of the shift in emphasis in the industrial relations sphere, together with earlier moves to free up the economy, has seen New Zealand, over the past decade, move from a position of comparative economic weakness to a position of increasing strength. This positive change is resulting in both dramatic improvements in productivity and efficiency and in the long-awaited outcome of sustainable employment growth.

With individual responsibility in the labour market now well- established, individuals are increasingly able to build on their own choices and to enter into arrangements which best suit their needs and the needs of their enterprise. While a legislative framework underpins the new freedoms – accident compensation legislation, occupational safety and health legislation, training legislation and a range of other protective statutes – employers and their employees are now in a position to develop their own operating patterns around that framework.

A recent government initiative in the wide distribution of a publication entitled "Employment: Your Contract, Your Rights, Your Obligations", was useful in its confirmation of, and bringing attention to, the comprehensive set of minimum statutory protections for workers.

So, at the enterprise level, the onus is on all involved to enter into contracts, both individual and collective, which allow for the establishment of their own social infrastructure and protections, building on those provided in legislation. It is no longer a question of taking what is imposed but of using the freedom provided to the best advantage of all.

Therefore, in New Zealand the picture is changing. The narrow view induced by centralism and a restrictive bargaining process has given way to wider horizons where anything that is possible can be achieved.

Of course, not everyone is happy. But the major difficulty is not so much with individuals who have adapted well to the needs of the new environment. There is, in fact, an acceptance that changes in the world economy, high government debt and the importance of competitive trading have made individual effort essential. Instead, the real difficulty lies with the vested interest groups, particularly those who have lost long-enjoyed statutory protections. Such groups have been reluctant in the extreme to let go of centrally legislated privileges and to focus instead on the health of the enterprise and on their own need to change. Change is never easy, and those who, for a long time, have had things their own way have found it more difficult than most.

In regard to the last point, it is of some interest that a recent survey found that employees on individual contracts tended to be more satisfied with pay and conditions, more committed to the performance of the organization and more likely to perceive that good performance would be recognized and rewarded than those covered by collective contracts.

Last year my organization noted that not only countries but the ILO itself needed, in view of the rapid political changes occurring, to reassess the centralist approach hitherto adopted.

Today, I should like to congratulate the ILO on beginning the process of structural adjustment. It is not a process which has yet gone very far, but it is definitely a step in the right direction.

I cannot emphasize too strongly how great is the need for the Organization to continue to re-examine its role in the new economic environment surrounding us. The ILO has played an invaluable part in the development and protection of basic societal standards, but nowadays too much time tends to be devoted to interventionism and developing labour standards inappropriate to individual Member's circumstances. As a consequence, many Conventions remain unratified sometimes for the purely technical reason that, in a document intended for general application, it is extremely difficult to allow for variations from the standard set. Such variations may be entirely legitimate and yet make ratification a complete impossibility.

Rather than concern itself with the sort of generalities to which I have just referred, the ILO would, I believe, perform a far greater and more useful service were it to direct itself to providing research and advisory services at the regional level. The initiative towards multidisciplinary technical cooperation teams must be viewed as a potential positive step in this regard.

International organizations, like governments, have a role to play in the establishment of policy frameworks, and in the provision of support services to their constituents towards individual development within those frameworks. There is, however, no question that in the long run real progress only comes from individual acceptance and ownership of their own developmental responsibility.

Original Spanish: Mr. COBOS *(Workers' delegate, Panama)* – It is for me a great honour to congratulate the President on his election to this high and very responsible post, and I wish him every success in leading the work of this session of the Conference.

May I first of all express my thanks to the Director-General for his Report. It provides us with a very complete view of the situation of social security in our countries.

In our country the Government is carrying out the "Economic modernization strategy", which is no different from those applied in the rest of our Latin American region.

For example, it advocates a privatization programme which so far has only served to create uncertainty among the various institutions involved.

The Government is promoting a voluntary retirement programme, which is considered by the workers as a kind of dismissal in disguise. This will soon be reflected in the unemployment figures.

The structural adjustment measures imposed on the Government, and in particular the programme for the payment of the external debt, have produced an alarming deterioration of social services, adversely affecting our people. In order to fulfil its commitments to international financial institutions the Government amended the Social Security Act to the detriment of social security beneficiaries by reducing pension levels, increasing contributions, raising the retirement age, limiting coverage for workers' children and eliminating early retirement in all cases and for both sexes.

This law has been rejected by the workers. At no time has the Government been able to submit a reliable report on the financial situation of the social security institution. We have requested that an audit be carried out by an independent firm to find out the real state of the finances of the Social Security Fund.

We Panamanian workers have asked that a consensus be sought when it is necessary to make such changes. This is one of many examples where the Government has unilaterally and arbitrarily imposed its own interests.

The quality of life is deteriorating and the economic crisis is still getting worse. The health of our children is threatened by diseases which we thought had been long eradicated, and malnutrition and poverty are becoming tragically visible.

Unemployment, as a fundamental cause of these ills, is growing by the thousands. We do not know how far the privatization programme will go. Unemployment will increase because of the lack of investment in productive sectors, the voluntary retirement programme will be carried out and the industrial sector of the Panamanian economy will be destroyed. All these are the harmful effects of the Government's economic proposal. Another aggravating factor is that there will be thousands of people left unemployed as United States bases in Panama are soon to close.

I should like briefly to address this unemployment situation, which will result from the withdrawal of military bases and will have an impact on the employment level in the country. The Government of Panama has not paid proper attention to this serious problem, which requires a plan to find a place for these workers in the national economy. It has left them to their fate, despite the goods and wealth which have come back to the country, as well as the canal installations which represent billions.

It is important that this Conference become familiar with the alarming situation the workers face owing to both national and international reasons. As regards the national situation, the workers affected by the law of 25 December 1990 are still dismissed despite the recommendations which the ILO made to the Government of Panama. Public sector employees are working without proper labour protection.

There is no law guaranteeing job security for public servants and state employees.

The education workers are demanding the fulfilment of already adopted agreements, which today the Government refuses to observe. There is no need to point out that Panamanian teachers receive very little pay.

The indigenous communities in Panama are requesting more attention in the social sphere to improve their quality of life. Let us avail ourselves of this opportunity to ask the ILO for programmes aimed at supporting the millions of indigenous workers, remembering that 1993 was declared by the United Nations as the International Year for the World's Indigenous People.

An objective analysis forces us to point out that we are still not satisfied and we consider that there is excessive government control of the functioning of our trade union organizations.

Relating to the international situation, we denounce the fact that the member countries of the European Community, through the ruling of 13 February 1993, are threatening our region with still more unemployment. The number of unemployed could reach the figure of 6 million.

It is important to bear in mind that Panama exports 93 per cent of its banana production to the European Common Market.

We feel that the ILO should not remain idle faced with the threat of an increase in unemployment in Latin America, where 85 per cent of our children are suffering from malnutrition.

The banana plantation workers of our country have visited our sister organizations in Europe. We wish to thank them for the support that they have provided and continue to provide.

It is true that the Ministry of Labour of Panama encourages the ratification of important Conventions such as the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159).

We workers support this initiative and demand faithful fulfilment of the ILO Conventions and Recommendations as an important factor to establish a climate conducive to the participation of productive forces in joint efforts to achieve economic growth with equity.

In the view of Panamanian workers, social security and the material and spiritual well-being of the people are essential foundations in all political systems. We demand that our nation be allowed to be free and sovereign, and we thus call for the withdrawal of the occupying forces. We cannot have democracy, human development, equity and progress in a nation occupied by foreign forces. The fulfilment of this requirement is vital for a small nation wishing to improve its State and achieve its national independence.

Finally, the workers of Panama condemn the repressive policy of the Government of Colombia, which has imprisoned distinguished leaders of the telecommunications trade union, who quite rightly obstructed the privatization of the Telecom undertaking. We ask that the ILO send an urgent mission to Colombia and to secure the release of these exemplary Colombian trade union leaders.

Likewise, we condemn the inhumane blockade of Cuba, which as the Cuban bishops reiterated in Santo Domingo is detrimental only to the population, which is suffering from its consequences.

Original German: Mr. THIEL *(representative of the International Social Security Association)* – It is a particular honour and distinction for me to be able to represent the International Social Security Association here in the Plenary of the 80th Session of the International Labour Conference. The International Social Security Association is a worldwide organization which has ten specialized committees and deals with all the different questions of social security. More than 300 members from nearly 130 countries throughout the world reflect the international significance given to ISSA as a result of many years of high quality technical work. ISSA has become a recognized area of competence in the field of social security.

As Chairman of the Permanent Committee on Assurance Against Employment Accidents and Occupational Diseases in ISSA, I know how hard the work done in this sector is and it is only by combined efforts that it has been able to reach this high level. We cannot fail to recognize the substantial contribution to this result of close cooperation and joint work with the International Labour Organization. Exactly two months have passed since jointly with the International Labour Office the 13th World Congress on Occupational Safety and Health, for the first time in the history of ISSA, met not in Europe or America, but in New Delhi in India. The success of that event, which had 1,800 participants from more than 80 countries in the world, was demonstrated by the high-calibre technical contributions and excellent contributions made to the discussion as well as in separate consultations. This demonstrates explicitly how necessary and fitting it was to organize this Congress for the first time in Asia. I might also take this opportunity, once again, of congratulating the State of India and the Indian organizers through the delegation present here for the way in which they organized the Congress so professionally on behalf of ISSA and the participants.

The main areas of the ISSA/ILO Congress were in agriculture, chemistry, industrial safety, training and research. In this connection particular account was taken of regional problems, especially those of our host region and of proposals for solutions relative to its social and economic environment. At the end of the event there was a film festival and the ILO showed a film on child labour.

At this stage might I thank the Director-General, Mr. Hansenne, and his colleagues very warmly for his Report *Social insurance and social protection* and congratulate him on it. Indeed, it makes clear the need for international cooperation in the context of technical security and shows that the experience gained in industrial countries can only under certain circumstances be transferred. In this area prudence is called for and ISSA duly takes this into account. It is absolutely necessary that experience and knowledge of technical hazards and the correct measures to prevent them be integrated properly into the local environment.

It is not possible to make a 100 per cent transfer of experience and knowledge. We also have to take into account the social and internal conditions of countries, the situations of the working people, the environment, etc. The industrialized countries, with their responsibility and their competence must take the measures necessary for an appropriate transfer of knowledge. The large number of cases used as a basis for Report IV on *Prevention of major industrial accidents* shows impressively that it is not a question of one firm or one State but a problem that concerns us all without exception. It is a global problem. This is a fact that on many occasions has already been made clear to humanity.

If I might draw a comparison, when we are discussing disasters we are dealing simply with the tip of an enormous iceberg. Of course, we are concerned with this new dimension of accidents. At the same time, however, we have to consider that every minute of every working day a worker loses his life and more than 500 others suffer injuries.

A Swedish expert once said that every society has the incidence of accidents that it is prepared to accept. I think I am able to say that there is nobody in the whole world who would recognize that death or injury are an acceptable result of work. In spite of this, accidents occur and cost the lives of many people. I must also say that in the overall problems of accidents, we have to consider the interaction of different areas. The principle that human behaviour in one area influences what happens in other, and that different areas interact must be considered in future in all our activities. An individual cannot be divided up into different segments such as work, travel and transport or free time, but must be considered as a complex whole. The foundation stone of our societies, our states, and our lives is the human being – the human being physically and mentally whole and healthy – and we must do all in our power to safeguard human life and thus our own lives.

The *sine qua non* of any focused and effective action is to define the problem areas. It is therefore a matter of urgent necessity to work out inter alia standard, comparable statistics. This will ensure precise adjustment of preventive measures to meet the problems concerned and a significant improvement in their effectiveness.

As regards the environmental problems which are becoming more and more acute, vast sums of money are being spent in the attempt to limit damage. There is no question that what has been done in the course of economic development, the products and the resulting waste, are bound to be a burden to many generations to come, both substantively and financially, and the results will probably never be entirely eradicated.

The facts have for years indicated that we need to have a consistent environmental policy. And yet only now is vigorous action being taken in some areas, while the measures undertaken in others remain inadequate.

The causal relationship between this and occupational safety is obvious. Environmental disasters have direct and indirect effects on human life. The most urgent task facing us in the coming years is therefore not merely to put a stop to these developments, but also to bring about a reversal in the trend.

For the remaining time available, I will concentrate on the main points, as the ISSA sees them, and as they emerged from the last ISSA General Assembly. Priority must be given to support for regional and problem-specific training activities by institutions and organizations, along the lines of a "train the trainer". We must also extend the prevention of occupational injuries to traffic and free time in our methodology. It's useless, both financially and from a personal point of view, to consider them in isolation. Also, people must become more safety-conscious. Everybody, whether worker or employer, child or pensioner, has to be able to make sure that he can look after his own safety and thus automatically contribute to the safety of his fellows and of society and the world as a whole. The economic consequences and advantages of active and successful accident prevention should be incorporated more in the objectives of enterprises. Safety is a top priority. It has to become a reality, and the basis for this procedure is the establishment of comparable statistics to enable us to establish objective strategies.

I think that for the participants of this Conference, the significance of the problems I have dealt with and the efforts needed to solve them is familiar. They also know we can only solve those problems together. On behalf of the representatives of ISSA, I can offer assistance and technical support to anyone who needs it. Let us go far away along the road of humanity together in order to guarantee a safe future.

I would like to conclude by paraphrasing Schopenhauer: Safety and health are not everything, but without safety and health, everything is as nothing.

Original Arabic: Mr. DJEMAM *(representative of the International Confederation of Arab Trade Unions)* – I would like to start by congratulating the President and the Vice-Presidents on their election at this session of the Conference. I wish them every success in their work. I would also like to congratulate the Director-General of the ILO on his re-election and to thank all those who were involved in the preparation of this session and of the Reports which have been submitted to us because they deal with very delicate issues for all of us particularly at this time.

Indeed, major industrial accidents, part-time work and of technical cooperation are all relevant issues and mean a great amount of work for the International Labour Organization and responsibilities and financial commitments for the International Labour Office.

Our Confederation believes that part-time work, in the light of the present economic circumstances, the economic crisis and increasing unemployment in various countries, is a form of employment which could possibly help to solve the problems of a number of workers and employers. However, it poses a threat to the social environment in a large number of countries, most particularly in those countries suffering from both the economic crisis and a heavy burden of debt. These countries lack the ways and means needed to protect their workers and guarantee their future. We fear that the spread of part-time work will lead to fewer work opportunities, particularly for the increasingly large number of young people, especially in developing countries.

In the Report on *Social insurance and social protection*, the Director-General paints a very detailed picture of the measures taken in this area in many countries.

We note that the problem of the deterioration of social protection in developing countries cannot simply be wished away, as many countries are being crushed under the burden of their debts and because of the restrictions imposed by the international financial institutions. These countries are also facing up to the problems of a serious international crisis, the discrimination inherent in international trade, a demographic explosion and more and more people needing social protection, particularly in the informal sector.

How can we then find solutions to this situation at a time when we are imposing restrictions on society as a whole in the name of structural adjustment, at a time when the riches of these countries are being pillaged by foreign enterprises and when unemployment is increasing, the informal sector, and part-time and temporary work are on the increase, and trade union freedoms and democracy either do not exist or are limited? The lack of freedom inevitably leads to an increase in unemployment.

We believe that in order to rectify this situation it is necessary for all parties to be involved, to find a clear strategy to identify the objectives and the ways and means of overcoming obstacles and achieving these. To do this, States, international organizations, and employers' and workers' organizations must play their part.

The International Confederation of Arab Trade Unions is a national and regional organization which has many matters of grave concern to resolve. Despite the modest means at its disposal, it is trying, to the best of its ability, to help workers in Arabic countries to develop trade union activities and to defend the rights and freedoms of trade unions. Here I would like to draw your attention to our cooperation with the International Labour Office. I would like to take this opportunity of expressing a special word of thanks to the Regional Office for Arab States, even though the cooperation programmes do not as yet meet all our hopes and aspirations. Our Conference brings together tens of thousands of workers and for many years has tried to defend workers' interests and devote much time and effort to trying to ensure that they enjoy a healthy working environment and to strengthen Arab trade union solidarity.

Among the problems which concern us are those of injustice, the denial of rights, arbitrary measures and the hostile environment in which hundreds and thousands of migrant workers in European countries are forced to work. This situation has been further complicated since the establishment of the Single European Act. We are also concerned by the despicable exploitation of migrant workers who have entered illegally into Europe. We repeat that their problems cannot be solved by arbitrary nor racist measures. The solution lies in respect for human rights and in trying to deal with the root cause of this massive emigration, and also in participating in the development of the countries which export this manpower, because if this issue is not solved the situation will become even more complicated and the adverse effects will undermine international solidarity and sour relations between people.

The question of emigration to Europe is of concern to us, but we are also faced with the same problem in our region of the world. Our Confederation is opposed to all practices which are contrary to human rights, international instruments and the principles of the ILO.

The principles, the Constitution of the ILO and its objectives aim to bring about social justice, protect the rights of workers, and strengthen the relations between the social partners. All member States of the ILO should respect these ideals, believe in these principles and help to achieve these noble objectives. What is alarming is that these objectives and goals are still far from being reached, and there are a large number of States which do not as yet truly believe in the rights of workers, the value of their participation or the validity of their claims, as can be seen by the fact that Arab trade unionists are summarily arrested, expelled, banished or tried. Our Confederation firmly believes in these rights and has tried, together with a number of Arab national organizations, such as associations of lawyers, parliamentarians and Arab journalists, to set up a human rights centre and trade union freedom centre. We have also drawn up a draft charter on human rights and trade union freedoms, and determined our economic and social demands. Our Confederation has organized a number of meetings and seminars in order to research and study the various aspects of democracy, freedom and the right to participate in economic and social life. For this reason, our Confederation has made tremendous efforts to help Arab countries where trade union freedoms are restricted.

At this session we have engaged in constructive dialogue which inspires the hope that trade union rights and freedoms will be respected. We have good reason to hope that at our next session we shall be able to inform you of the steps we have taken in this direction.

Among the objectives of this Organization is the defence of human rights and workers' rights to create an environment which can help to provide social improvement. It is therefore the duty of this Organization to help workers who are oppressed and affected by injustice, and where double standards are applied to appease particular interests.

The embargo, which has been imposed in Iraq for some two years now, has had very serious adverse effects on working conditions in that country, and on the present and future of the workers there. Purchasing power in that country is constantly falling, the working environment is deteriorating and children are dying in their hundreds. We therefore appeal to the international community in whose name the resolutions concerning the embargo were adopted, to lift this embargo imposed on the workers and people of Iraq, particularly since it no longer has any real reason to continue.

I would also like to say a few words about the embargo imposed on the Libyan Arab Jamahiriya. This embargo is also leading to a deterioration in the economic and social situation of Libyans and foreign workers in that country. In this respect, I must emphasize that the Libyan Arab Jamahiriya presented numerous proposals which would have contributed to solving the current crisis. We therefore demand that the embargo imposed on the Libyan Arab Jamahiriya and the injustice perpetrated against its workers and its people be lifted.

We strongly condemn the massacres and "ethnic cleansing" perpetrated against the people and workers of Bosnia and Herzegovina, and we appeal to the United Nations and the international community to take immediate steps to put an end to that genocide. Let us avoid transforming Bosnia into another Palestine.

In Somalia, the workers have been the victims of a genuine disaster as a consequence of the civil war. Many had harboured the hope that the forces of the

United Nations could restore peace in that country. But what do we now see? Further destruction, with more people wounded and more deaths.

We reject the policy of hegemony which is hidden behind the concept of humanitarian intervention. Our objectives must be peace, life and human dignity, and not the peace of cemeteries, oppression and extermination.

Original German: Mr. VERZETNITSCH *(Workers' delegate, Austria)* – In his Report this year the Director-General has described the main characteristics of social security systems, and referred to the different problem situations and indicated some initial solutions.

We very much welcome the fact that the Director-General has drawn attention to a subject which is so important for the whole of humanity.

The establishment and development of social security is without doubt one of the main tasks for the coming decades and it is particularly worrisome to see that the Report refers to the increasing trend to cut down such systems. This offers us food for thought. If what counts is quality, then exactly the opposite is occurring in social security systems. Social security development today is often directed against the trade unions and the International Labour Organization should exhaust every possibility in countering such a development.

I come from Austria which is a country whose social security system, for the most part, was established over a hundred years ago. In the meantime, the system has been developed to a high level. Practically everyone in my country today is protected by social security, whether they be farmers, wage-earners, peasants, etc. Social security consumes a considerable share of our GDP: in fact, 27 per cent of the GDP goes to social expenditure.

This development process, however, is not always planned as a whole. Each social improvement has had to be fought through with great resistance.

From the comprehensive Report by the Director-General there is one area that I would like to take up which is important for my country, that is long-term financing of pensions. In my country, contributions and other levies on the workers provide the basis for the pension system.

This system has in the past shown itself to be more just socially and more reliable than other systems, such as, for instance, the capitalization system.

Even if in the next few decades the number of older people increases, this contract between the generations can guarantee a solid right to a pension.

Of course, it is necessary to take into account certain social changes. Very recently in Austria a pension reform was adopted, the nucleus of which is a new adjustment of pensions, and which provides for a parallel development of net income between active workers and pensioners, which guarantees the longer-term financing of pensions.

In my view, however, the basic premise for the financing of pensions, or in fact social security benefits in general, remains employment and labour market policy which reduces unemployment and increases employment.

And that brings me to another subject which has been a part of social policy in my country for a number of years. Unemployment has increased considerably in the past few years, particularly amongst older workers. If you are 50 you are too old for the labour market on the one hand but you are also not old enough to obtain a pension. This situation cannot continue. We have to guarantee employment for all age groups.

Then there is the pressure from immigration in my country which, coupled with the limited possibility of the Austrian labour market to absorb such workers, has led to a high degree of illegal employment and the development of an informal sector in Austria.

At present we are making considerable efforts with a comprehensive package of measures which are above all directed at unemployment and illegal employment.

Here we should not simply say that the guilty parties are those who are employed illegally. Those who are guilty are the people who provide the illegal employment. They are making use of the social system, they do not pay taxes, and very often they practise unfair competition.

I would also like to draw attention to the fact that in Austria we are working to reform our labour market administration system with a view to providing better services to jobseekers and to ensuring that employers and workers together with the Government provide a better guarantee of employment for the further development of the labour market.

I would like to mention a field of social security which has recently been a subject of attention in my country, and which has already been referred to by the Minister for Labour and Social Affairs of Austria. This is coverage of the care and attendance contingency, in other words the fourth pillar of social security, as it is called. This is something that is absolutely vital in a developed society. In Austria up to 500,000 people need care, and I am pleased that this last big gap in the social security system in Austria has now been closed thanks to this measure.

Consensus and solidarity among all relevant social groups was the basic prerequisite for this important step forward in the development of our social security scheme. If progress is to be made in the international community, the demand for social protection must be met in the political, economic and institutional spheres.

With reference to the World Conference on Human Rights being opened in Vienna, the question of social security is, to my mind, no less important than other human rights issues. However, there are obstacles impeding the development of social security schemes, especially in the developing countries.

In this connection, I wish to draw attention to a development that gives cause for concern: instead of the informal sector in the developing countries being rendered more formal through legislation on employment, occupational health and in other areas, the formal sector in the industrialized countries is actually being made more informal. We cannot allow this trend to spread further. Given the importance of full employment for the funding and development of social security schemes, a special effort must be made to fight unemployment throughout the world. There are 36 million unemployed in the OECD countries and vast numbers of people throughout the world on the breadline, a situation that calls for drastic action by national and international organizations.

In this connection, I should like to mention the United Nations World Summit on Social Development to be held in March 1995 in Copenhagen. I propose that the International Labour Organization takes steps to launch a worldwide campaign against increasing unemployment at that summit.

The establishment and development of social security schemes, adapted to the prevailing economic and social conditions in each country, is a major task and challenge to be taken up not only by governments and social partners but also by the international community as a whole and in particular the International Labour Office. Let us rise to the challenge.

(The Conference adjourned at 12.45 p.m.)

Seventeenth sitting

Monday, 14 June 1993, 3.00 p.m.

Presidents: Mr. Tabani and Mr. Badey

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

The **PRESIDENT** (Mr. TABANI) – In the name of God, the Merciful, the Compassionate! Before giving the floor to the first speaker, I should like to inform you that the Worker Vice-President of the Conference, Mr. Bustos-Huerta, of Chile, has been recalled to his country urgently. The Workers' group met this morning and appointed Mr. Charles Gray, Workers' delegate, United States, to replace him as Worker Vice-President of the Conference as from tomorrow, Tuesday, 15 June.

Original French: Mr. **KALANTZAKOS** *(Minister of Labour, Greece)* – First of all I would like to associate myself with the numerous speakers who have preceded me in presenting my warm and sincere congratulations to the President of this session of the International Labour Conference on his election. I personally, as well as the entire Greek delegation, am convinced that under his able direction our work will progress in a businesslike fashion and will bear fruitful results.

I would also like to express my deep satisfaction to the Director-General for having chosen, as a theme for his Report, a topic which if I may say so, is both old and modern and which is at the present time of major importance to all countries aspiring to economic and social progress. It is indeed the very objective which provided the basis for the International Labour Organization.

In our interdependent world, our changing world, today more than ever before all issues concerning social insurance and social protection in general generate lively debates, both among experts and among the social partners. This is because of the interaction which exists between economic change and social protection.

Relations of interdependence between social and economic goals are part and parcel of the decision-making process of our policy-makers and it is extremely difficult to strike a reasonable balance between these two goals.

If social protection has long been a basic component of economic and social life in market economy countries, this unfortunately is not the case in the fledgling democracies of Eastern Europe, which are now endeavouring to transform their economic and social structures in order to make the difficult transition to a competitive economy and a socially acceptable society. Indeed this is a very complex task and it does demand social consensus prior to the introduction of reforms in a period characterized by very heavy budgetary constraints when actual earnings are in decline, and inflation and unemployment are increasing.

In such a climate of tension, an increase in funds allocated to social insurance is likely to impede the process of the economic development needed by these countries. But, at the same time, the State needs to ensure a minimum level to meet the needs of the underprivileged.

Without vigorous economic development, the perspective for an improvement in social protection is poor.

What can be done, then, to stimulate this economic development; which alone can viably assist in setting up proper insurance and social protection bodies similar to those of the industrialized countries of the West.

Personally, I believe that the solution lies in restructuring enterprises, because the enterprise is the oxygen of the economy. Without highly productive enterprises, able to follow their strategies freely, an employment-creating economy cannot survive. Enterprises therefore must rid themselves of a number of characteristics which prevented them from playing their proper role in the past: that is to ensure an optimum allocation of resources, including human resources.

At the same time the State must be put in perspective by privatization which leaves the activities of enterprises to private initiative.

It would seem extremely important to emphasize here that, in addition to its economic function, privatization also has a social role to play.

Thus, part of the funds which those countries in transition are now drawing from the privatization process will be reallocated to those who are affected by present reforms, as a form of compensation for the transition costs. It is therefore urgent to put in place an adequate safety net, which will guarantee a minimum salary unemployment benefit. It is essential that these measures be linked to active policies in respect to the labour market, which will enable the rapid reinsertion of the unemployed.

The policy-makers of the East European countries must constantly be aware of the possibility that any failure to introduce an effective and just social protection system would run the risk of jeopardizing the entire economic reform. To reconcile social protection and market economies is indeed is a noble challenge, which should be taken up by all the forces of these countries in the years to come, in a climate of constructive dialogue which will ensure the broadest possible consensus.

If the East European countries are endeavouring to restructure their insurance and social protection systems on a new basis then the industrialized countries of the West should also proceed to make the necessary adjustments.

I would invite you to reflect upon the following very crucial question: what will tomorrow's security and social protection be like in an economic context marked by the increasing acceleration of technological progress and by the intensification of international competition? It is very obvious that systems will have to develop over time. They will have to reflect the structural changes which have occurred in society and in the economy, the demographic change in the population and in the labour force, changes in the labour structure, and, finally, the development towards new forms of organization of working-time.

At the same time the relative roles of the State, employers and workers are likely to change so that the responsibility and autonomy of the actors involved in the social protection system are reinforced and the effective recognition of the right to social security as a human right is taken into account.

In our developed societies, some people are unfortunately deprived of a guaranteed minimum wage. The disadvantaged population groups include not only the long-term unemployed, but also the elderly, single women, the handicapped and large families. Let us therefore show solidarity with them to provide them with a living standard and a level of protection worthy of our wealthy societies.

As the Minister of Labour, I would like to highlight the need for systems of protection against unemployment which are both effective and fair and which extend benefits to the most underprivileged as generously as possible. They should try to break the vicious cycle of dependence and bring an end to exclusion and segregation.

I would like to conclude my statement by referring to my country. In Greece, the right of the citizen to social insurance has been formally acknowledged and is enshrined in the Constitution. This demonstrates the great interest our State has for the recognition of this right.

The social insurance system is a public compulsory scheme, and it covers approximately 98 per cent of our country's population. The main financing sources are employers' and employees' contributions and there are also state subsidies.

Greece is very keen to ensure the proper functioning of the social insurance system so that it can operate, withstand the test of time and satisfactorily cover the needs of future generations.

This major concern was taken into account when a new law was drafted concerning the restructuring of social insurance. This law was recently adopted and its main points are as follows: for the first time tripartite participation has been made institutional; all insured persons are subject to the same conditions for retirement, contribution levels and benefits.

As regards benefits, the new law establishes equality of treatment between the sexes and undertakes to provide substantial assistance to mothers with small children or with three or more children.

I would like to emphasize with great satisfaction that the restructuring of the social insurance system was the subject of a very broad discussion among the parties concerned.

If we want to stimulate employment while taking care of the underprivileged we have to rely on the solidarity of those involved in our economic and social life.

Are not social insurance and social protection the best means of strengthening such solidarity?

The **PRESIDENT** – May I remind all the distinguished delegates kindly to adhere to the time-limit.

Mr. **MAIBAWA** *(Minister for Labour and Employment, Papua New Guinea)* – It is an honour indeed for me, my delegation, and the Government and people of Papua New Guinea to be accorded this opportunity to address this 80th Session of the International Labour Conference.

Permit me, first of all, to congratulate the President on his well-earned election to the highest office of this Conference.

I also extend warm greetings and best wishes to the new member States, which have joined or rejoined our international labour community since 1992, as well as to the delegates from throughout the world attending this Conference.

The basic ideals of the 1944 Declaration of Philadelphia (which declared firstly that labour is not a commodity, secondly that freedom of expression and association is essential to sustained progress everywhere, and thirdly that poverty anywhere constitutes a danger to prosperity everywhere) must continue to be the basic reasons for the continued existence of this unique organization.

Labour is now being increasingly treated as a commodity to be traded, or as a mere factor in economic development without due regard for the individual, family, community and spiritual well-being of the worker. The ILO must continue to safeguard its basic ideals in favour of workers or it will soon find it has no more basic and relevant reasons for its continued existence.

The Director-General of ILO and the Secretariat are to be congratulated on the excellent Report, which is timely, thought-provoking and highly relevant at these times of continuing economic difficulties, resulting in readjustment and restructuring, through all of which the worker everywhere has been very much on the receiving end.

The choice of social insurance and social protection as the major subjects for deliberations at this Conference is indeed most appropriate. The Report covering the two issues provides an excellent basis for meaningful and fruitful deliberations at this Conference.

According to IMF estimates, world economic performance increased moderately in 1992, compared to 1991, with world output for 1992 up 0.9 per cent, compared to 0.1 per cent for 1991. Real GDP for industrialized countries increased by 1.5 per cent in 1992, compared to 0.6 per cent in 1991. Developing nations showed an increase in GDP of 6.1 per cent in 1992, compared to 3.2 per cent in 1991.

My country recorded a strong rebound in GDP of some 9.5 per cent in 1991 and this activity was maintained in 1992. More than 90 per cent, however, of our better economic performance was due to our concerted efforts to push ahead with the development of our mineral resources, such as gold and copper, and, as of 1992, to the export of our first crude oil.

My country does, however, have its share of problems related to the downturn in the world economy over the past few years and the country has had to readjust and restructure to cushion itself against the shock of falling world prices for its agricultural exports such as copra, cocoa, coffee, tea, palm oil and rubber.

The world economic downturn has created a lot of sufferings for our people as a result of falling incomes from our agricultural exports and corresponding rationalizations, including in many cases closures of related business activities. Our unemployment is very high as a result.

My country, like most other developing countries, does have several social security schemes in operation but they do not cover the full range of contingencies: that is, they exclude appreciable proportions of the population as well as having serious operational shortcomings.

My country has two major social security schemes in operation: the first is a superannuation scheme covering the public sector and the second is a provident fund covering the private sector. The schemes are contributory and their coverage is restricted to full-time workers in each sector. I could not agree more with the Director-General when he urges ILO constituents to try as much as possible to recreate and extend the coverage of such schemes in order to provide for the whole population, although this could prove very expensive and may take many years to materialize.

The Public Employees Association also has a superannuation fund for its members, thus enabling a public servant to belong to two superannuation funds if he or she chooses to do so.

Regarding the provident fund, two or three larger trade unions have opted out in order to have their own privately run superannuation schemes on account of very much the same problems as those highlighted by the Director-General in his Report as being characteristic of such schemes in developing countries.

I urge the ILO to assist as much as possible in the vital area of attempting to extend the coverage and generally improve our existing social security schemes. Of course the ILO cannot export the social security schemes found in developed countries to developing countries but it could help to modify such schemes to suit the latter. Alternatively, it could develop and market its own social security schemes for developing countries, modifying such schemes further, if necessary, to suit each country's needs and aspirations. It is up to the developing countries to buy or not to buy such schemes.

My country has this year completed 18 years since political independence, and the social security and protection of our people is a long-term objective of our democratically elected system of government. The world economic downturn has brought upon us problems that require our immediate attention in order to preserve as well as to expand and consolidate our relatively young economy. We believe that the establishment of a strong economy now will guarantee long-term social security and protection for our people.

But I also agree with the Director-General that our economic growth, the general improvement in the standard of living, and good government and administration, have all been strongly assisted and promoted by the development and existence of our current social security and protection schemes through the mutual trust, support and solidarity such schemes have created between the three social partners – the Government, employers and employees – in our overall national development.

I also agree with the Director-General that access to social protection is a basic human right, as well as a measure of welfare, and its promotion depends on the cooperative attitudes of the social partners in each country, as well as how much the ILO can do to help through its technical cooperation programmes.

The promotion and extension of social security and protection schemes in developing countries like ours must become part and parcel of the broader issue of economic, political and social development. Much of the advice relating to such a broader issue comes from other agencies like IMF and the World Bank, and I urge the ILO to exert strong influence on these agencies in favour of workers.

As far as unemployment benefits are concerned, my country does not have any such schemes, and this is an area where the ILO's technical cooperation can become very useful. I will soon propose that both the ILO and my Ministry explore the possibility further, giving us options on what to do.

On employment injury compensation, my country does have a workers' compensation scheme through which benefits in the case of disability or death resulting from an industrial accident or occupational disease are paid. A proposal to convert the scheme into a fully fledged workers' insurance scheme is also now being investigated. Again, the ILO with its vast technical cooperation capabilities could help us in this investigation to formulate an appropriate policy and implementation mechanism.

Health care in my country is a national health service covering the whole population and it is provided almost free of charge. Social insurance health-care systems also exist alongside our public health-care services, and they offer a much higher standard of service but such services are always only available to those who can pay.

On family benefits, these are provided largely through our tax system where the tax rebates are flat-rated at a higher level for dependent spouses and a lower rate for all dependent children up to 18 years of age.

The indexation or protection of the real value of salaries and other employment benefits have been practised in my country up to 1992 when an independent tripartite minimum wages board was forced by our current economic conditions to abolish indexation for minimum wage earners, replacing it with productivity-based wage adjustments and reducing the minimum wage to further induce employment creation for growing numbers of unemployed.

For non-minimum wages, negotiations are continuing among public- and private-sector unions and their employers on whether or not the board's indexation provision should also be observed.

Our social security benefits are not normally indexed for cost-of-living increases, and this is an area that now deserves our attention with this Conference's enlightened assistance.

The present Government of my country is strongly of the view that the best social security and social protection for our people is to give each and every one of them a secure job from which to earn a decent and honest living. I know this is the full employment dream of all 164 countries attending this session of the Conference.

The Government of my country is doing its best achieve this goal by making it more attractive for foreign investors to invest in our country. In the first year of my Government's term in office, tax cuts and other tax concessions are being offered on all fronts to attract foreign capital and appropriate manpower to help us create jobs for our people. Concessions in other areas are also being introduced towards the same goal.

My Government is also strongly of the view that the ILO can play a most important role in our overall efforts to create jobs for our people. My delegation will be exploring these possible areas of cooperation with the ILO, both here and after we return home.

Mr. KARA *(Workers' delegate, Israel)* – The choice of social security as the central issue of the Director-General's Report indicates a real need and is indeed one of the central precepts for which the ILO was established. It is not sufficient to act to protect wages, the physical conditions of work and the health of the active worker. We must concern ourselves with the material life of the worker and his family when he is prevented from continuing to work, be it for reasons depending on the worker himself or due to circumstances beyond his control. In the first case, if he is injured at the workplace and has to cease working for a long or short period, or when he retires, having reached retirement age, or, in the second case, for external reasons as a result of the lack of employment, either because of the closure of his place of work or bankruptcy.

The Histadrut in Israel, which I have the honour to represent at this important Conference, is a general federation of workers. The "generality" of its title reflects not only the fact that it represents about 75 per cent of the population of Israel, but also the fundamental principle that narrow union activities do not suffice for a workers' movement which should also be a strong organization economically and also provide a wide range of social services to its members. Social security is only one of the four pillars which support the structure of the Histadrut. The others are: trade union activities, the labour economy and educational and cultural activities.

Because of the important status of the Histadrut in the social structure of Israel, nurturing social security has become one of the main objectives of Israel as a State. Therefore, there are today in Israel three main systems of social security: by virtue of the law; by virtue of collective agreements; and through regular savings. Compulsory social security exists by virtue of the National Insurance Law, which was passed as long ago as 1954 and has since been revised and expanded. The employee pays 5.35 per cent of his wage to the National Insurance Institute and the employer doubles this amount. The Government, however, has decided to take upon itself part of this payment in order to reduce labour costs. In certain branches, all the financing is provided by the Government. The main branches of the National Insurance Institute are as follows: insurance for victims of work injury and those on the way to or from work, which takes care of the support of the worker during a period when he is prevented from working; general disability pension, rehabilitation and mobility for those with restricted movement; maternity insurance, maternity grant, hospitalization grant, allowance for the period of 12 weeks; child allowance (from the first child); unemployment insurance for a period of six months, when the Employment Service is unable to find work for the unemployed in their profession or at their wage level; the weakest segments of society, or in the case of the unemployed, the family of the worker, have the right to guaranteed income support at a minimum level of 20 to 40 per cent of the average wage in the economy; the youngest insurance branch is that which ensures the maintenance of the worker's rights in the case of bankruptcy of the employer and insolvency of the enterprise. Important branches are: old-age pension, to which every worker is entitled, starting from age 65 for men and 60 for women; and survivors' insurance. But these allowances are flat and low, while the pensions come mainly from the pension funds.

In Israel, the collective agreement has an abiding force by virtue of extension orders issued by the Ministry of Labour. These agreements guarantee a pension for the workers, according to their accumulated rights. In most cases the pension is comprehensive, and for its support the workers contribute 5.5 per cent of their wages and the employer 12 per cent.

The main insurances are: old-age pension, for a maximum of 70 per cent of the wage of 35 years' work; survivors also have the right to this pension according to a special scale; pension for disability or partial or total loss of the power to work; mainly in branches where the labour is on a daily basis, there is a cover of sickness or vacation benefit; the employer also defrays to the pension fund most of the money to cover severance pay. The law in Israel stipulates that the worker has the right to lay-off compensation in the amount of one month's pay for every year's work.

The great majority of the insured in pensions in Israel are members of the seven Histadrut pension funds, whose function is to take care of the rights of the workers. Unlike other pension funds which are built on accumulation of savings, the Histadrut pension funds are based on the principle that the new generation of insured supports the old.

From our accumulated experience we believe that it would be desirable to aspire to the unification of all pension funds so that their actuarial immunity will not be adversely affected by fluctuations in the numbers of workers in a particular branch.

Allow me to say a few words on subjects discussed this year in the technical committees. Part-time work might harm certain rights of workers. While most of the workers in part-time employment are women, their situation, already difficult, might become even worse. Part-time work also prevents advancement and suitable career development, and, once more, working women are victims. The ILO has done well to address this important issue by recommending the adoption of a Convention which Histadrut wholeheartedly supports.

On the subject of the prevention of major industrial accidents, in the not too distant past we have witnessed three tremendous disasters. It is worth observing that they were caused by a combination of three factors: faulty maintenance and poor physical structures, both worsened by natural forces. In Bhopal, the disaster involved a dilapidated plant where little attention was paid to safety systems, aggravated by contact with water; at Chernobyl, the first two factors were further aggravated by winds which spread a radioactive cloud; and more recently, a toy factory in Thailand – an antiquated factory, built in bad conditions – where there had been previous fires and yet one more fire broke out. In all three, the factors are similar. On the one hand, enterprises seeking profit transfer dangerous plants to low wage countries where working conditions are appalling and where little attention is paid to safety. On the other hand, inadequate attention is paid to potential natural forces. We can only hope that employers all over the world have realized that this may be compared to an infectious disease. They are all vulnerable.

A similar phenomenon, the increasing internationalization of capital, accompanied by denial of the right of association and strike, and the transfer of plants to the Third World, is taking place. The founders of the ILO, having perceived the underlying danger, called for the internationalization of the concern for the workers' welfare. The resources for this activity must be found. It is important to recall that poverty and injustice in one country threaten not only the peace and stability of that country but also those of many others.

Original Spanish: Mr. QUINTANA GARCIA *(Workers' adviser and substitute delegate, Cuba)* – I should like to congratulate the President, on behalf of the Cuban workers represented by the Confederation of Cuban Workers, on his election to chair this 80th Session of the International Labour Conference.

The decision of the Director-General to devote his Report to so sensitive a human issue as social security was an apt one, particularly at a time when, day by day, as a result of the implementation of new economic experiments – first and foremost among them, neo-liberal policies – more and more workers are without employment, without protection, without any economic protection enabling them or their families to cope with the ever-growing cost of living.

Our point of departure on this issue is the principle that social security is a right of the worker, as is the right to work itself and it is the State which has the major responsibility for guaranteeing social security systems which cover, first and foremost, all the workers and which are progressively extended to their families and to the population as a whole.

We cannot conceive of a State, whatever its type of social security scheme, which does not fulfil or which minimizes its role in such an important area. We do not believe the arguments which are becoming more and more common that social security is a burden which the State cannot shoulder and that privatization is the answer to the problem. There can be nothing of greater value for a Government or a State than its people. Therefore, everything that is done for the well-being and tranquillity of the people will never be enough.

As the State develops and progresses, so social security systems must be extended and developed.

We are convinced that there is no single formula that can be applied to all countries to achieve this goal. Each country must implement its own development policies in accordance with its own needs, its freely chosen social system and with the respect of the entire international community as regards its right to decide on its own destiny. But there are principles which we do believe are universal and one of them is that social development must go hand in hand with economic development.

The separation of these two aspects in the economic policies of many countries has contributed substantially to the deterioration of social security systems, particularly when economic development is planned at the expense of social development, as is the case with the recipes or formulas imposed by international financial institutions on poor countries.

Many workers and retired persons in general are demanding just and decent treatment, not to live in luxury or opulence, but simply to live and to have the right to work, to receive education and to be able to educate their children; to receive health care and be able to retire in peace and tranquillity, as is the case with millions of inhabitants in Latin America who live in poverty, although each and every one of them labours under a burden of around $1,000 of external debt.

In our experience, with the right mix of economic and social development since 1959, the Cuban workers have been fully satisfied with our social security system. Before that date the insurance system covered only 46 per cent of the active population and it was funded by the contributions from the workers themselves. Today, however, it is the State which is responsible for social security expenditure and it protects not only the worker and his family but 100 per cent of the population through social security and assistance.

Before 1959, workers were entitled to only nine days' sick leave a year and only three days in any given month. Today not only is the worker protected against such contingencies for as long as is necessary but he is also covered in respect of occupational accidents and diseases and, in the case of women, maternity protection.

The extension and improvement of social security has been a constant concern of the Cuban trade union movement which has been fully heard and heeded by the revolutionary Government.

In concluding, I wish to reiterate that the Cuban workers are fully satisfied with our social security regime. But we are also very concerned that the enormous effort being made should be maintained so that not a single worker remains uncovered as a result of exceptional conditions now facing the country and which are due to external factors, mainly to the economic, commercial and financial blockade that a super-power has been applying in Cuba for more than 30 years and which each day is becoming increasingly irrational and is a violation of the most elementary rules of international coexistence and an offence to human rights and human dignity.

Currently, the blockade pursues the sole objective of eliminating a people simply because of its wish to maintain and defend its right to self-determination from attempts at interference, which is now becoming more and more acute with the adoption of the Toriceli law which goes even further and undermines the sovereignty of other countries.

Mr. MABUMO *(Workers' delegate, Mozambique)* – On behalf of the Organization of Workers of Mozambique (OTM) permit me to extend my warm greetings and congratulations to Mr Abdel-Hak on his unanimous election to the presidency of this august International Labour Conference. We are confident that under his experienced leadership and tolerant guidance this Conference will be led through a constructive debate that will culminate with effective substantive conclusions.

We would also like to congratulate the Director-General and his staff for producing comprehensive, analytical and highly informative documents and reports to facilitate the work of this session of the Conference.

Our agenda is very challenging, not only because of the number of items proposed for discussion, but above all because of the importance and complexity of these items.

We believe that the social factor and the social dimension depend directly on the product of the economic process.

In general, the productive capacity in most developing countries remains extremely low and that is responsible for the real incapacity to have a minimum social level compatible with the basic needs of the population, particularly the vulnerable groups.

In my country, Mozambique, the military aggression which we have endured for the last 16 years destroyed health centres and schools. Economic production was also heavily affected by the destruction of economic infrastructure, forcing a large rural population to live as displaced people, without employment, or as refugees in the neighbouring countries without even basic social services.

Today, Mozambican people are hopeful for the future as a result of the general peace agreement signed between my Government and Renamo.

We have big challenges before us – basically the integration into civil and productive society of thousands of demobilized soldiers, who urgently need adult education and vocational training to acquire new skills; and the creation of jobs for the returning refugees, displaced workers and migrant workers returning from the former German Democratic Republic. In order to meet these challenges, we appeal to the ILO and the international community to assist us with financial and material resources in our national reconstruction period because we know that without international assistance we cannot fully implement our projects.

We recognize the efforts undertaken by the Government to enact legislation guaranteeing minimum social security and social protection. Our trade union movement also promotes activities which ensure that the social factor will not be ignored in the workplace.

As regards measures of protection against industrial accidents, the Organization of Workers of Mozambique fights energetically against the sloppiness of employers who are motivated only by greed and easy profits. Our trade union action aims at ensuring that the employers comply with their obligations under social security legislation. It is in these areas where trade unions have to fight and obtain positive results.

There is no doubt that at the international level, even under the present difficult conditions, there are still some possibilities to do more so that society will treat workers with respect and give meaning to the slogan: " A worker is a vital element of production ". In our opinion that means urgently taking measures so that governments and employers fulfil their responsibilities. We must leave the era in which the most powerful dominate, the law of the jungle, and enter a period where the common interest prevails – a civilized period.

The importance, contents and complexity of the social dimension make it a thermometer that indicates the health of a given society. The social dimension demands the existence of a productive economy and the means to meet the basic needs of the citizens.

We witness today that the world economy is sick, gravely sick. In one hemisphere there is enormous capacity of production and trade, but in the other hemisphere there is overwhelming misery and very little trade. The social dimension, which should be the normal result of equilibrium between the two hemispheres, is at an impasse.

The ILO is a well-known organization on our planet – a forum to analyse and recommend solutions to world labour problems, an agent to act in accordance with its mandate to help the world economy to fulfil its fundamental function: to produce in order to satisfy the basic needs of all people, with a balance at the world level. The labour force lives for a sound economy; for that reason the social factor will be what it should be: a normal and logical consequence of a balanced society.

Mr. KORALSKI *(Employers' delegate, Bulgaria)* – The transition from a centrally planned to a market economy has proved to be the greatest challenge to the social security system Bulgaria has experienced for 100 years now. Most of the conditions for a stable and progressive social security network mentioned in Mr. Hansenne's Report will not exist in Bulgaria in 1993.

Unemployment has reached 16 per cent of the workforce and is likely to creep up. Instead of economic growth, Bulgaria has been experiencing a substantial decline (one of the worst in Eastern Europe) for the third year running. The country has neither well-established financial markets nor relevant financial institutions.

Tax reform is in its infancy. Bulgaria has managed to develop democratic political structures but their stability is to a great extent undermined by the fierce politicization of society. Against this background, we have pinned our hopes on the re-introduction of a tripartite system as the main vehicle for social dialogue. This has already been laid down in legislation and voted into the country's Labour Code.

At the end of 1991 the social partners agreed in principle on the main trends and stages for the reform of the social security system:

(1) The establishment of a modern system for management and control, to keep up with the ongoing changes in the structure and management of the economy in the forms of business activity and in employment patterns.

(2) A new funding scheme that will shift the main financial burden from employers and divide it more fairly among all subjects to the social security process.

(3) Changes in the procedure, terms and amount of social security payments to avoid the existing deformations mentioned in Mr. Hansenne's Report.

(4) The establishment of private and professional social security schemes to reflect the individual and corporate interests of different social groups.

A package of laws, drafted with the help of experts from the ILO, ISSA, the World Bank and other institutions, has failed to reach Parliament. The Government in office in 1992 not only dissolved the tripartite council but also blocked all projects previously approved by it, including the laws on social security, employment and others. These laws have been given priority by the cabinet of Prime Minister Lyuben Berov and we hope that they will pass through Parliament soon.

If these laws are approved by Parliament, the Union for Private Economic Enterprise (UPEE) will be able to implement its project for a private pension fund advanced at the union's Third Congress in 1992. As an independent and non-political association of private enterprises in Bulgaria, the union is very well aware of its responsibility for creating appropriate mechanisms to ensure the well-being of both the emerging class of entrepreneurs in Bulgaria and the employees in the steadily growing private sector of the economy.

The scheme envisages the provision of compensatory payments based on the full capitalization of social security contributions.

To make such a project viable, however, tax and other financial concessions promoting the accumulation of capital in such funds should be made available. If adopted, this approach will have a positive anti-inflationary effect, easing the pressure on the free capital market. At the same time, the capital concentrated in pension funds will create additional investment resources, which is of particular significance at the present stage when investment demand greatly exceeds supply, particularly in Bulgaria.

In the countries of Eastern Europe, with their poorly developed tax administration and imperfect tax legislation, pension funds can be much more easily controlled by government bodies than by the thousands of small depositors. This control is undoubtedly necessary, mostly as a guarantee against possible misappropriation and for ensuring the well-being of contributors. The main guarantee, however, is provided by the democratic principles of managing such funds, the transparency of all activities and the provision of complete and regular information to their members.

The political and economic changes that have shaken the world at the end of this century are putting us all to the test. Aspiring to create a better world, our countries and our organizations can and should prove the power of social dialogue.

No matter where we stand on the road to establishing our social security systems, we need to join hands, using the potential and the great authority of the International Labour Organization, an organization of tripartism, social justice and human rights.

Mr. SATA *(Minister of Labour and Social Security, Zambia)* – I would like to take this opportunity to congratulate the womenfolk on their highest achievement in Canada where, for the first time, a woman has been elected Prime Minister. Another woman has been elected in Turkey, and I hope the ILO will be able next year to invite one of the ladies to come and address us.

Permit me, on behalf of the Zambian Government, the Zambian delegation, and indeed on my own behalf to congratulate warmly the President of the 80th Session of the International Labour Conference on his election which is a great honour both to himself, his country and indeed to Africa. We are confident that with his vast experience he will guide this session of the Conference to a successful conclusion. I also wish to pay a special tribute to Mr. Michel Hansenne on his re-election to the high office of Director-General. I wish him further success. I also wish to compliment the Director-General and the staff of the International Labour Office for producing reports focused on the social welfare of mankind and giving a detailed account of the activities of the International Labour Organization during 1992.

Allow me at the outset to reaffirm my country's commitment to the fundamental ideals of the International Labour Organization. The Preamble to the ILO Constitution says that "universal and lasting peace can be established only if it is based on social justice". We subscribe to this ideal. The Zambian Government is committed to the protection of fundamental human rights and freedom, the promotion of justice and equality among all the people without distinction and maintenance of the rule of law.

The main task of the ILO from its inception was to improve conditions of life and work, inter alia, the building of a comprehensive code of law and practice. This is the function that the ILO still performs with success and that has given the Organization so much significance. However, it has long been realized that to formulate standards is one thing and to have such instruments implemented is another. The importance and significance of international standards lie more in their being implemented and therefore in their effect on social development, and not so much in the instruments themselves.

We in the developing world desire a great amount of assistance from the ILO. This assistance should not only be in terms of guidance, through the standards established on social questions as laid down in various Conventions and Recommendations. It must consist more significantly of technical assistance such as the ILO has been able to give either independently or in conjunction with other international agencies, bilateral or multilateral donors, geared to fostering understanding of the social benefits that development efforts can derive from complying with international labour standards.

My country has been a beneficiary of various forms of ILO assistance in the past, and I should like to take this opportunity to commend the ILO for coming to our assistance and offering expertise in many fields. Currently, we are discussing with the Office how to formulate ideas for assistance, to enhance productivity and, indeed, to establish comprehensive social security arrangements in my country.

My delegation welcomes the inclusion on the agenda of this session items on the role of the ILO in technical cooperation and the development of systems of social security and social protection. This is extremely timely for us. The inclusion of these two items at the height of economic structural adjustment in many developing countries is most beneficial and appropriate at this point in time.

In Zambia, and indeed in many developing countries where structural adjustment programmes have been put in place, the removal of subsidies, price controls and other social protection measures have brought misery to the workers and the entire population. Consequently, many people have to look to social security for protection. Additionally, the general economic squeeze is forcing industries to shut down and reduce their labour force. This has a direct bearing on the funding capacities of social security schemes as the ratio of contributors to beneficiaries will always be in favour of the latter. It becomes imperative therefore that social security reform programmes should take these issues into consideration at the planning stage.

The pressure arising from adverse economic reforms, particularly in developing countries, as consequences of programmes of economic stabilization and structural adjustments involved in the transition from a planned to a market-oriented economy causes people in many countries to look to their governments for basic forms of social security and protection. Owing to the burden of economic adjustment on the population of many developing countries, and more so on the poor, social security systems tend to be pyramidal with a small number of people at the top getting better benefits with those in the private and informal sectors and rural areas receiving little or nothing at all.

Developing countries in particular face a very serious challenge to offer sound and adequate social security and protection systems to their people. This is due to: rising national debts; adverse balance of payments; collapse of commodity prices on the world market; unsatisfactory or harsh conditions from donor countries; and, in some cases, inefficiency in the management, administration and operation of institutions of social security.

These are challenges inhibiting the developing countries from offering adequate social security and protection to our people, with resulting simmering social tension and hostility to political systems and government, thereby threatening the fragile, recently acquired, democracy. It is with the realization of the foregoing factors that we, in Zambia, recognize the need to have a comprehensive social security scheme to provide wider coverage, improved benefits, smoothly coordinated and better levels of protection for our people. The new Zambian Government has thus taken pragmatic measures towards the realization of this goal. A Department of Social Security has recently been created within my Ministry to spearhead the implementation of the programmes with emphasis on transforming the structure of the existing Provident Fund into a full-fledged social security scheme and the Workmen's and Pneumoconiosis Compensation Fund Boards into a social protection scheme. Zambia realizes that, to attain its policy objectives, hurdles within our economic restructuring programme have to be resolutely overcome. It is our hope that the programme will take root with the cooperation of the workers, employers, and indeed the Government, so as to improve the lot of our people who have been hitherto disadvantaged in as far as the social security system and social protection are concerned. We are therefore grateful to both the ILO and the UNDP for agreeing to consider offering us some technical assistance in this direction.

Comprehensive social security administration is a new concept in developing countries and in Zambia in particular. As a result, there are very few indigenous nationals trained in this field. It is for this reason that we have to appeal to the ILO for technical advice, expertise and training opportunities for our people.

The Director-General in his Report has aptly made reference to the significance of unemployment compensation and the social safety net in the light of the economic evolution introduced in many developing nations. In many of our countries, the unemployment rate is growing at a very alarming rate making it difficult, if not impossible, to introduce any unemployment benefits. In Zambia a high percentage of the labour force is unemployed in the formal sector. In addition, an average of 150,000 school-leavers join the pool of the unemployed every year. As a consequence of the structural adjustment and privatization policies, over 80,000 employees will be retrenched from both the civil and parastatal services, adding to the already large pool of unemployed. The problem is further compounded by the high rates of population growth in the country ranging from 3 to 3.6 per cent per year.

When this rather bleak scenario is viewed against the generally poor rate of economic growth in the country, the stage is set for a potentially explosive economic, social and political situation. Economically it points to increasing poverty and deterioration in the standard of living for the retrenched people. Socially it is a recipe for proliferation of crime, disease, corruption, immorality, broken homes and other social evils. Politically, it culminates in dissatisfaction, discontentment, as well as distrust of the status quo, finally breeding political instability with its ghastly human rights abuse, a threat to freedom of speech and democracy.

These are serious emotional and sensitive failings for a new government such as ours riding on the popularity of electoral promises still fresh in the people's minds. Unless they are handled with utmost care, such deficiencies can spell serious difficulties for any country. Hence the significance of developing programmes aimed at ameliorating the social, economic and political impact of retrenchment and privatization.

The Zambian Government has recognized the need for measures to contain the social impact of the public and parastatal sector reform programmes. Pursuant to this the Government has initiated efforts to develop and institutionalize an entrepreneurship development project to benefit retrenched personnel. The scheme would involve counselling, job search services, training for business development, etc.

The Report of the Director-General on the *Activities of the ILO, 1992* shows significant achievements over the past 12 months. These achievements were made against a background of political, economic and social difficulties. Indeed, given the universal nature of the goals set before the ILO since its inception, given also specific obligations under its charter to participate fully in the war against poverty, the ILO obviously has a significant role to play in the great challenge of the underdeveloped world. The bulk of its technical cooperation projects must continue to be geared towards the task of assisting countries develop, train and employ their human resources for development purposes. Vocational training should loom large in these programmes, for the basic problem in many of our developing countries, including Zambia, is the disparity between a great abundance of manpower and shortage of modern skills. It is necessary for social and economic reasons to impart the skills that will enable many people to enter the productive economy of their countries. ILO assistance in such fields as management development, productivity, cooperatives, social security, labour management relations and small scale industries must continue to be rendered in the quest to conquer hunger, poverty and disease in order to make mankind's life more worth while.

Finally, Zambia, like other developing countries, has taken advantage of the ILO's technical assistance to improve the implementation of international labour Conventions. Technical assistance has been given to my country in various spheres of economic activity. To this end, on behalf of my country, I again thank the International Labour Organization for this valuable assistance and implore the Organization to continue assisting my country in an effort to make Zambia a better place economically and socially. May I take this opportunity to plead with member States of the ILO to give the Organization every support in realizing its ideals as contained in its Constitution.

Original Spanish: Mr. MORENO *(Workers' delegate, Nicaragua)* – May I begin by extending my congratulations to the President on his election to guide the work of this 80th Session of the International Labour Conference. We are confident that his experience and great competence will ensure the best possible outcome to our deliberations.

This year the Director-General's Report deals most aptly with an issue which is a very sensitive one in our developing countries.

The issue of social security and its future are of great concern to trade union leaders and workers the world over.

Undoubtedly, the International Labour Organization has in the past few years made tremendous efforts to influence positively national policies and State decisions in this area. The ILO has not confined itself merely to checking whether the pertinent international legal instruments are being implemented, but has actively engaged in promoting new approaches to social security, which emphasize its importance and extend its scope to new groups within our societies.

As the Director-General says in his Report, a State has a basic duty to guarantee a minimum standard of living for its people, and we fully agree with this view. We the Nicaraguan workers are against programmes to privatize social security which are based solely on the demands of international financial institutions, and which fail to take account of the specific characteristics of the Third World.

The general logic of these so-called structural adjustment plans which have been placed on our countries is to provide for the privatization of major spheres of basic services to the people and which by definition are undeniably the responsibility of the State. Attempts have been made to convince us that a social security system controlled by private initiative is more beneficial than the traditional system administered by the public authorities. The truth is that up to now, there are no real examples in the Third World of these highly publicized advantages of private social security.

Governments do of course complain about the lack of resources to meet their responsibilities under social security schemes, but this lack of funds to meet the people's needs are structural in origin and cannot simply be resolved by privatizing so sensitive a sector.

The adjustment plans being implemented by our governments are set within a logic of economic contradictions which cannot be solved merely by privatization policies. The international financial institutions maintain that with these programmes they are financing our long-term development, but what they are doing is brutally undermining the fragile economic structure of our societies.

The trend towards the privatization of social security is just one expression of this relentless economic logic which, in the pursuit of unrealistic economic recovery objectives, has inflicted unemployment, misery and absolute despair on our societies.

In Latin America and particularly in Nicaragua, the structural adjustment panacea has also sold well and, unfortunately, the State has been compelled to buy it owing to the immoral conditions of international finance. Today we are seeing the results. According to the last United Nations Human Development Report, the basic needs of 69 per cent of the population in Nicaragua are not met. Of this 69 per cent, 30.6 per cent live in poverty, 22.7 per cent in extreme poverty and 16.1 per cent in total destitution. Regardless of the contradictory figures on unemployment, if we take the statistics of our Ministry of Labour from January 1993, 54 per cent of the economically active population is unemployed, which gives your a clear idea of the social disaster besetting our country.

True, inflation has been reduced to zero, but at unprecedented human and social cost. The sickness has been eliminated by killing off the patient. Of course the workers have reacted against this, regardless of their different trade union or ideological position, and are fighting to maintain their labour rights. Social conflicts are breaking out, often accompanied by violence and police repression, a practice which must be eliminated if democracy is not to be stifled.

In this context, social security too has clearly felt the impact of this general economic logic whose risks and foreseeable consequences are dealt with most competently in the Director-General's Report. Pensions are maintained at insignificant levels and services are absurd in comparison with the revenue collected. The planned reforms of the social security system in Nicaragua, far from achieving any real reform, are in keeping with the economic logic of the structural reforms and seek to reduce benefits and maternity leave, increase contributions deducted from workers and substantially cut the present rate of pensions for orphans and retired persons. This planned reform is so harmful that initially it was even rejected by certain private and public entities which are responsible for implementing the State's labour policy.

To have an idea of the general state in which these structural adjustment plans have left the Nicaraguan economy, it is sufficient to look through the window of social security to see the extent of the social damage and the threat hanging over insured workers.

Many people tell us that this is only temporary. They want to sell us the idea that the sacrifices today will ensure prosperity tomorrow, but realities are belying the promises of politicians and technocrats and everyday we, the workers, are living in worse conditions where the hope of improvement is becoming more remote.

Certainly, social security is one of the last bulwarks of a State policy of responsibility to the least protected groups, and we must not allow an economic policy which has had questionable results for most of our countries to swallow up this achievement too. We must halt the logic of international financial schemes imposed on us which offer remedies which cannot solve the crisis of the workers. In Nicaragua, things have reached such a point that the World Bank is now putting pressure on the Government of Nicaragua not to promulgate a new Labour Code. Another example of this unacceptable blackmail is the threat by the Central American Bank of Economic Integration to withdraw from the country if it continues to be asked to pay compensation to workers who today are suffering serious illness due to chemical contamination in enterprises financed by this entity, as in the sad and well-known case with PENWALT in Central America. The Nicaraguan workers reject the economic logic of these international financial institutions which are imposing economic formulas in which we the workers always count the least. Especially disadvantaged in this respect are women workers who are also the victims of traditional sexual discrimination, discrimination at work and sexual harassment. An unfortunate example is the prison-like regime of enterprises in what is called the industrial free zone funded with foreign capital. In Nicaragua we need and we want foreign investment for our development, but never at the cost of our dignity and our most basic trade union rights.

In such circumstances the struggle to prevent social security from becoming in the space of a few years yet another lost battle of the twentieth century must be firm. It is a struggle which goes beyond national boundaries and clearly the International Labour Organization has a fundamental role to play here. We therefore express before this world parliament of labour our conviction that the ILO will once again be able meet the historic demands facing us in such difficult times.

Mr. SUNMONU *(representative of the Organization of African Trade Union Unity)* – Please allow me to congratulate the President and the Vice-Presidents on their well-deserved election.

On behalf of African workers and the Organization of African Trade Union Unity and on my own behalf, I also congratulate the Director-General Mr. Michel Hansenne on his election by the Governing Body for a second term. I wish him success and God's guidance and abiding grace in the discharge of his duties.

The Director-General's Reports are comprehensive and excellent. The activities of the ILO in its areas of competence have become, for us Africans, as for people in other parts of the world, indispensable and very highly appreciated.

The major tasks of the Organization of African Trade Union Unity and its affiliates in all the 52 African countries are: the reinforcement of the democratization process through popular participation; the economic development of the continent through the application of people-centred, development-oriented, self-sustaining economic policies; and the economic integration of Africa as enunciated in he Treaty establishing the African Economic Community.

The tools we use for these three major tasks are human resources development among our members and the capacity-building of our organizations.

It is a matter of pride for us that affiliates of the Organization of African Trade Union Unity have been in the vanguard of democratic change in several African countries. In the process, some African trade union leaders, like Chakufwa Chihana, Secretary-General of the Southern African Trade Union Coordinating Council (SATUCC) established by the OATUU in 1983, have been jailed by the Malawi Government. He was released only recently. Others have suffered harassment and detention. Our members have not been deterred by the conduct of forces opposed to democratic change in Africa. They are fortified in their belief that there can be no development without democracy, nor can there be democracy without development.

The Organization of African Trade Union Unity and its affiliates throughout Africa have been strong opponents of the orthodox structural adjustment programmes of the International Monetary Fund and the World Bank, which the two Bretton Woods institutions have been imposing without any justification on African countries. Their policies in Africa over the past ten years have caused millions of deaths, over 10 million jobs, the destruction of thousands of industries, have quadrupled the debts, and increased poverty and political instability in our continent. In a recent speech to the Annual Conference of the African-American Institute, which was published in the *International Herald Tribune* of 22-23 May 1993, Mr. Edward V. K. Jaycox, Vice-President of the World Bank for the African Region said: "The Bank would no longer dictate development plans to African countries and would stop 'imposing' foreign expertise on reluctant African governments."

He called the Bank's current pattern of technical assistance to Africa "a systematic, destructive force", and said that future programmes would be aimed at building Africa's capacity to help itself.

I, on behalf of African workers and the Organization of African Trade Union Unity, wrote a seven-page rejoinder to Jaycox's statement, and copies were sent to the Heads of State of the Group of Seven Industrialized Countries (G7), the United Nations Secretary-General, the Secretary-General of the Organization of African Unity (OAU) and the Director-General of the ILO.

Our organization supports the use of the OAU-adopted African Alternative Framework to Structural Adjustment Programmes for Socio-Economic Development and Transformation, otherwise known as AAF-SAP, as the basis for the democratic design of structural adjustment programmes in each African country. The right of countries to determine their economic paths is not only inalienable, but should also be respected by everybody.

With the assistance of the ILO and the United Nations Economic Commission for Africa, several seminars have been held for African trade union readers on the African Alternative Framework to Structural Adjustment Programmes.

The globalization of world trade has made it incumbent upon us in Africa to support and actively promote Africa's economic integration. In view of the urgent need for integration, African workers, under the banner of the Organization of African

Trade Union Unity, have been putting pressure on African Governments and the Organization of African Unity to speed up the process of Africa's economic integration which will lead to the establishment of the African Economic Community. We are convinced that rapid development and prosperity Africa can only be achieved through economic integration.

In my speech at the 79th Session of the International Labour Conference I asked for the assistance of the ILO for the human resources development of our members and the capacity-building of our organizations. I am happy to report that the Director-General, through the African Regional Office of the ILO and the Rural Employment, Workers' Education and Safety and Health Branches of the ILO, assisted in the training of many of our members through fellowships, seminars, workshops and conferences.

In order to promote dialogue and understanding between African trade unions, the IMF and the World Bank, the ILO also contributed financially and technically to the organization of the High-Level Policy Conference on Structural Adjustment and African Trade Unions which was held in Cairo, Egypt, from 16 to 18 April 1993. The quality of the technical papers presented by our organization, the ILO, the OAU, the IMF, the World Bank, the United Nations Economic Commission for Africa, and the African Development Bank, and the high quality of the debate by the participants at the Cairo Conference, contributed immensely to its success. The unanimous decision by all the participants for a High-Level African Tripartite Conference on Structural Adjustment in 1994 should be technically and financially supported by the ILO. There is also an urgent need for social dialogue in African countries to achieve national consensus on the objectives of structural adjustment, and for the involvement and effective participation by workers and employers in the design, implementation, management and monitoring of structural adjustment programmes.

African workers and the Organization of African Trade Union Unity still need the massive assistance of the ILO and all its technical branches in the vital areas of human resources development and capacity-building. These include: fellowships for training in project design, training of health and safety specialists, environment and computer literacy; and also workshops and seminars on structural adjustment, development strategies, workers' education, popular participation, development and strengthening of trade union cooperatives and the capacity-building of our organizations through the provision of technical equipment, and so forth.

Before I conclude, I would like to express our gratitude to the Director-General, Mr. Michel Hansenne, his deputies, the Assistant Director-General for ILO Activities in Africa, the Director of the Workers' Activities Bureau, the Chief of the Workers' Education Branch and the heads of technical branches of the ILO for their cooperation.

Mr. EDSTROM *(Workers' delegate, Sweden)* – Permit me to congratulate the President on his election.

For almost 75 years the ILO has played an important role in achieving better social security and social protection. These achievements are pointed out in the Report of the Director-General.

In my view, however, the Report paints too bright a picture of today's situation and of the future. The social protection systems in most of the developed countries are going backwards and the Welfare State is being threatened on various fronts. Unemployment in Europe has become fixed at a high level, with nearly half of those out of work being long-term unemployed. Many of them have minimum chances of returning to production in their lifetimes.

The high unemployment rate also impedes demands for equality between the sexes. Only 54 per cent of European women are part of the workforce, and many of them are forced against their will to work part time. The number of Europeans with atypical employment contracts has increased and now includes 14 million part-time workers and 10 million with temporary contracts. Atypical employment contracts allow the employers to avoid paying contributions to the employees' social security systems.

Cutbacks in social welfare systems are taking place in most countries. Unemployment benefits, sickness benefits and disability and old-age pensions are being reduced. The welfare systems are being restructured so that workers have to pay an increasing part of the contributions to their insurance and social services – if they can afford it. These cutbacks are mostly in response to operating budget deficits – deficits caused by unemployment and made worse by plummeting tax revenues from working people.

Unemployment is costly, not only for the individual worker suffering from economic difficulties and physical and mental stress, but also for States. In Europe over 100 billion ECU are spent on passive cash payments to the unemployed. The lesson to be learnt once again is that no country is so rich that it can afford unemployment.

In my country, Sweden, the unemployment rate has risen from 1.5 per cent in 1989 to nearly 8 per cent this year. Economic growth has been negative in recent years. The Government that took office in 1991 has made great efforts to turn the universal Swedish model of social protection into a model where workers should get only basic protection and where those who can afford it are free to choose their own private arrangements for social protection. Cutbacks in the general social welfare system are an important element of this approach. However, it is the firm belief of the Swedish trade unions that this model, that has been tried elsewhere, is doomed to failure in our country too.

The Swedish trade unions have earlier this year sent a complaint to the Director-General concerning a violation by Sweden of the Employment Injury Benefits Convention, 1964 (No. 121). By introducing a waiting period in the work injury insurance and by redefining the concept of work injury, the Government has changed its policy such that ILO standards are no longer met. This is a situation which we deeply deplore. Measures have also been taken to dismantle tripartite structures and revise labour legislation. One issue concerns attempts to change the definition of a worker. The purpose is to make a larger proportion of the workforce self-employed contractors, who are not entitled to the same security of social protection in terms of employment as are workers. The possibility for employers to circumvent their obligations stemming from labour laws will thereby increase drastically.

In the social area, in general, we believe that the course to be followed must be based on the following principles:

First, the fundamental principle of social policy should be a general welfare policy, based on everyone's right to compensation when they suffer loss of income or illness, or when they reach old age.

Secondly, the social and political system must be developed so as to allow free mobility in the labour market. General systems basically allow greater freedom for people to choose their employment and education.

Thirdly, a basic principle should be that each citizen should independently be entitled to social benefits. This is especially important as it relates to gender.

Fourthly, people defining welfare policy must be more conscious of changes in the population.

Fifthly, minimum wages must never be allowed to become a dominant part of social policy. Such solutions should as far as possible be minimized, firstly by means of a policy for good conditions of pay and full employment, and secondly by giving the basic social policy systems sufficiently high benefit levels and coverage.

Sixthly, in order to meet growing social needs, the public sector must be transformed. This does not mean cutting benefits, nor does it call for privatization. What it should mean is building up efficient systems which work in support of a coherent view of the economy – systems that develop the active sides of welfare policy, in order to keep down the passive payments of cash benefits.

Mr. CHAROENWAL *(Workers' adviser and substitute delegate, Thailand)* – On behalf of the workers and trade union movement of Thailand, I wish to convey my best regards to the President.

In Thailand we face rapidly changing political and socio-economic conditions which are related to our increasing integration in the world economy. This causes dramatic adjustments in the labour market with a far-reaching impact on the living and working conditions of workers.

May I take this opportunity to give some general views of and information on the workers and their situation in Thailand.

Occupational safety and health issues: Less than one year ago we re-established a democratic environment as a precondition for the implementation of basic workers' rights. I recall the bloody incident in May 1992 when the military used weapons to suppress workers who demonstrated peacefully for their democratic rights. One year later, on 10 May 1993, Thai workers suffered another tragic incident: 188 workers were killed, and about 500 were injured during a fire at the Kader Industrial Toy Factory, the biggest tragedy of its kind in the history of industrial development. The owners of the company are from Taiwan and Hong Kong. We did not see any action taken by the National Institute of Occupational Safety and Health which is supported financially by the ILO.

There are still too many workers in Thailand facing risks similar to those which existed at the Kader factory. The present idea of unlimited cost minimization for maximum profits does not give much consideration to the benefit of workers and their welfare.

After the tragedy at the Kader Toy Factory, we urged our Government and all enterprises to show a greater humanitarian concern for workers and to cooperate more closely with trade unions in the field of safety and health conditions. Both the State and employers should recognize trade unions as accepted representatives of workers in this field among others.

The democratic situation in Thailand: Suffice it to say that the situation is not good even though we have had an elected Government since September 1992. We would like to inform the Director-General that Thailand still has an elected government, but all military regime announcements still apply.

The National Peace Keeping Council (NPKC) in Announcement 54 which restricts basic trade union rights in Thailand is still in force.

Public sector trade union rights: The military Government withdrew public sector trade union rights after the coup d'etat in 1991. The elected government is going to amend the legislation only with regard to the names of organizations, changing them from "association" to "trade union". The rest will remain the same. Public sector workers still have no right to join in activities with private sector workers.

Public sector workers: The rights of these workers to freedom of assembly is not fully respected. Other organizations in Thailand enjoy freedom of assembly at any time they wish, be it an employers' organization, a capitalist organization, or a political party. But, public sectors workers may only hold their general assembly during public holidays. What kind of elected, democratic government do we have?

The violation of trade union rights: The former President of the Labour Congress of Thailand (LCT), Mr. Thanong Podhi-Arn, disappeared in June 1991, during the period of military dictatorship and government and has not been seen since. The right to organize in trade unions is still not fully recognized by many employers.

There are still plenty of cases of violations of trade union rights in Thailand. In order to control workers in the private sector, trade union leaders are still sacked at the drop of a hat. Last year more than 2,000 workers in the Seagate Electronic Company – a multinational company owned by Americans – were sacked only because they tried to organize a trade union there. Even now, workers there are still not organized, as the company has a strong anti-trade union policy.

In the first week of June 1992 the management of the Thai Durable Textile Factory attempted to sack 367 workers, most of them women. This act violated Thai Labour Law, as it was during the collective bargaining negotiation period. The president of the union was also sacked. She had just received the award of Woman of the Year from the Prime Minister. The company justified its action by stating that a section of the factory had to be closed in order to instal high-technology machinery. The owner of the company is Japanese.

Ratification of ILO Conventions: Although Thailand is one of the founder members of the ILO, we would like to inform the Director-General and world society that only 11 ILO Conventions have been ratified by the Government of Thailand. We would like the Director-General to convince the Government of Thailand to ratify ILO Conventions Nos. 87, 98, 111, 135, 141 and 151 in order to improve basic trade union rights in the country.

The income distribution gap: We would like to inform the Director-General of the ILO that although Thailand has enjoyed quite successful economic growth in recent years, the income distribution among the population is still extremely uneven. Rural workers still have no rights to organize and fight for their interests, and their income is still very low. Apart from that, the International Monetary Fund and the World Bank play a very important role in controlling the economic development and income distribution of the country. Privatization is recommended to the Government, though it has been proven that privatization policies are one of the main causes of the increasing income distribution gap since the private sector is more profit-oriented. We, on behalf of Thai workers, would like to urge the IMF and World Bank to stop this behaviour immediately in order to secure a better standard of living for the Thai workers and the population in general.

Child labour: Although the Government of Thailand has tried to improve the situation with regard to child labour, little improvement has so far been seen. We would like to inform the Director-General and this session of the Conference that the issue of child labour in Thailand is still neglected. The Government of Thailand has amended legislation increasing the age at which children can work, from 12 to 13 years. But compulsory education for Thai children is approximately until the age of 15, which leads to a contradictory situation.

Social security: It is extremely difficult to understand why the Government of Thailand has exempted State enterprise workers from the social security fund. But the Director-General of the ILO should know the truth – that the military Government does not allow public sector workers to be involved in any activities with the private sector and wants to separate and decrease the Thai labour movement's power and collective bargaining power.

Labour ministry: We would like to take this opportunity to thank the Government of Thailand for its Act on the establishment of the labour ministry at the end of May 1993.

I would like to conclude my speech by taking this opportunity to urge the democratically elected Government of the Kingdom of Thailand to speed up the process of restoring the basic trade union rights which were taken away by the military dictatorship.

Mr. KUTAL *(Workers' delegate, Papua New Guinea)* – First of all allow me to place on record my congratulations to the President on his successful election to the chair of this 80th Session of the International Labour Conference.

I take this opportunity to acknowledge the commitment and the dedication of the International Labour Office over the past decade in its efforts to ensure that labour standards in the world have improved in accordance with the wishes and the desires of the millions of workers all over the world.

I note that this session of the International Labour Conference will deliberate on some of the important Recommendations and Conventions of the ILO, which also recognizes the current changing global industrial relations, and I am very hopeful that the Conference, in particular the Governments and employers, will support the adoption of these important Conventions and Recommendations before this Conference. I would particularly like to appeal through this Conference to the Government of Papua New Guinea to recognize its responsibilities and obligations as a Member of this great Organization and to take immediate steps to ratify some of the most important outstanding ILO Conventions and Recommendations which have not been ratified by the Government of Papua New Guinea.

It is a responsibility and obligation of each member country of the ILO to ensure that appropriate ILO Conventions and Recommendations which recognize the fundamental rights of all workers throughout the world should be ratified by the respective governments. Accordingly, the Government of Papua New Guinea must ratify the previous ILO Recommendations and Conventions which have not been ratified since Papua New Guinea became a Member of the International Labour Organization in 1975.

I wish to formally advise this Conference of a serious situation that exists in Papua New Guinea today, which is significantly affecting not only the wages but also the living conditions of all wage earners in Papua New Guinea.

In August 1992, an independent Minimum Wages Board recommended that the country's wage structure be totally deregulated and that all wage adjustments be based on productivity and the capacity of the employer to pay. Since 1974, the wage structure in Papua New Guinea has been based on awards and agreements to adjust wages in accordance with percentage increases in the cost of living, which is normally known as the consumer price index in our country. This method of adjustment of wages has been in place during a three-year agreement between the Public Employees' Association of Papua New Guinea and the Government of Papua New Guinea and has been used for an award or a determination for workers in the private sector. These methods of wage structure in the country have been in existence from 1974 until August 1992, when a Minimum Wages Board recommended a total deregulation of wages in the country, which resulted in a reduction of 64 per cent in the real wages of all workers, and established a national minimum wage of approximately US$23 a week.

The cost of living increase and the country's inflation rate is approximately 7 per cent per annum and is not as high as in other developing countries. However, although Papua New Guinea is only a Third World country in the Pacific region, its cost of living, including the standard of living, is amongst the highest in the world. A survey of household basic consumer goods conducted by the Public Employees' Association in 1992 showed that an average worker needs to have or earn over US$100 a week for basic survival. The country's social and economic structure is so expensive that a worker in Papua New Guinea today needs to have a minimum living wage of approximately US$100 a week.

Despite this, the delegation to this Conference is sad to say that the current Government has decided to support the minimum wages board recommendation for a minimum wage of approximately US$23 a week. The Government assumes – I repeat the Government of Papua New Guinea assumes – that a total deregulation of wages from the previous US$65 a week to US$23 a week will encourage an increase of foreign investment and the creation of employment opportunities for the unemployed youth in the country. The employers have argued over the years that the wages in the country are too high for any foreign investment and, further, that the high wage structure has discouraged many employers from actively employing a large labour force. Accordingly, the employers have been pressurizing the Government to reduce wages so that they can increase the level of employment. This is a false assumption because a low wage will not increase overseas investment and create employment opportunities but will only assist employers to get rich at the expense of the workers.

However, since August last year, when the new national minimum wage of US$23 a week was introduced, there has been no sign of any increase in employment of unemployed youth in the country and we believe that if the employers are to employ extra labour, at the rate of US$23 a week, it will certainly create a slavery system and poverty amongst the low income earners in the country. It is a matter of serious concern to the workers in Papua New Guinea today that new national minimum wages of US$23 a week will certainly create a serious poverty problem in all the major urban centres throughout Papua New Guinea, particularly in a country where a worker needs at least US$100 a week for basic survival.

Workers throughout Papua New Guinea today are organizing to resist as far as possible the Government's approval of the new national minimum wage of US$23 a week. The workers are proposing a nationwide strike which is likely to take place at the end of June 1993 or thereabouts. The purpose of the strike will be to demand that the Government reject the adoption of the 1992 Minimum Wages Board determination and that a new board be established to determine an appropriate level of wages in the country. Because of the Government's decision to support the Minimum Wages Board determination, the Government has rejected a three-year wage indexation proposal that the Public Employees' Association submitted to it. The Government, in response, insists that the Public Employees' Association accept the Minimum Wages Board determination as an appropriate method of salary fixation in the public service. The Public Employees' Association has rejected that and, should the Government reject its proposal, the Public Employees' Association proposes to effect a nationwide strike. The workers appeal to the ILO and the United Nations to assist them in this respect.

The Government of Papua New Guinea is in the process of introducing many major new policy initiatives, one of which relates to privatization of government-owned corporations and agencies. The privatization of government-owned corporations and agencies is a project that is being initiated by the Government, with the support of the International Monetary Fund and the World Bank. The effects of such a programme, particularly privatization of essential government institutions such as the National Broadcasting Commission, the National Housing Corporation, and Postal and Telephone Services, will drastically affect the vital services that these institutions provide to the people of the country, and it will further affect thousands of workers, who will be left jobless.

The Government's new policy initiatives, especially the privatization programme, are supported in principle by the workers in Papua New Guinea who believe that privatization must be introduced with caution to ensure that the basic and fundamental services of the people of the country are not affected for the sake of privatization, which is aimed at maximization of profits.

The workers are therefore calling on the International Labour Organization and the United Nations to assist the Government of Papua New Guinea in its privatization programme, as we believe that the involvement of the International Monetary Fund and the World Bank will damage the workers and the country's economy. We believe that the Government's plan to privatize the government-owned corporations and agencies with the support of the IMF and the World Bank, will not be in the best interests of the country and its people.

In conclusion, on behalf of the workers of Papua New Guinea, I formally convey an appeal to the International Labour Office and the United Nations to intervene and discourage the Government of Papua New Guinea from introducing a slave-based salary structure that will create poverty in all urban centres of Papua New Guinea.

The workers appeal to the ILO and the United Nations to advise the Government of Papua New Guinea that under the Constitution of Papua New Guinea, as well as under ILO instruments and United Nations resolutions, all workers have a basic right to a decent and affordable standard of living, and workers must accordingly be paid a wage that is equal to the cost of living and ensures their survival, a wage level that enables them to earn and maintain better education, health and other social benefits for their children.

The Government of Papua New Guinea must freely negotiate a separate wage indexation agreement with the Public Employees' Association and the public sector unions, such as the Papua New Guinea Teachers' Association and the Police Association, who have had similar agreements in the past which have worked well for both the Government and the workers. The workers also call upon the ILO to advise and remind the Government of Papua New Guinea that it is its duty and responsibility as a Member of the ILO to ensure that appropriate ILO Conventions and Recommendations are ratified, in accordance with ILO regulations. The Government cannot ignore its duties and responsibilities, as a Member of the ILO and the United Nations, to ratify some of the important ILO Conventions and Recommendations.

Original Spanish: Mr. ETCHEVERRI *(Workers' delegate, Paraguay)* – The delegation of Paraguayan workers and the Paraguayan Confederation of Labour (CPT), would like to congratulate the President and Vice-Presidents on being elected to guide the work of this important Conference. We should like to wish them every success in discharging their duties.

For the first time, Paraguay is attending this world event with a tripartite delegation, in conformity with the Constitution of the ILO and the Standing Orders of the Conference. This is the result of the new era of democracy which has prevailed in Paraguay since 1989. This process completed its first stage on 9 May last, when the Paraguayan people elected a constitutional president, senators, deputies, governors and councillors in free elections. What good fortune, after almost 150 years of unlawful and anti-democratic regimes which we had to put up with since the time of our independence in 1811.

Paraguay is one of the founding Members of the ILO; despite the fact that, owing to our dictatorships, we did not attend the Conference for more than 18 years, we, the workers, have never ceased to fight for the goals of freedom, social justice, the protection of human, economic, cultural and workers' rights. These were the rights that gave birth to this great institution, the ILO.

Our country, as I said, has completed one phase of its existence and from 15 August next, when the new democratic government will be installed, we will resume our fight for progress and the well-being of our people. Democracy entered Paraguay through the front door and since January 1989 we enjoy broad political, trade union, social and cultural rights, freedom of the press and expression and freedom of assembly.

Certain reactionary employers, bent on neo-liberalism which is obsolete and even more reactionary than they are, however, have not lost time in placing obstacles in the path of democracy. However, the Paraguayan people are prepared to defend and secure their aspirations of bread, peace and freedom. Those who still yearn for dictatorship and totalitarianism do not and will not have any place in the new Paraguay which we are building with the efforts of the men and women of our country.

The historic milestone of 2 and 3 February 1989 – the liberation of Paraguay – fought for by the people, by the CPT and the Paraguayan workers, will always be honoured and defended because it is the source of our new found democratic freedoms.

We are now making ready to embark on a path of democracy, of respect between compatriots, in a quest for the definitive establishment of our great ideals of economic and social development, well-being and justice, through a democratic pact written not on paper, but in the hearts and minds of all Paraguayans. It is a pact for freedom, productive work, harmonious and civilized coexistence which safeguards security, well-being and the happiness of the Paraguayan family, and of all those brothers from other countries who live, work, fight and struggle on our territory. We therefore hope that our new democratic system will make it possible for development and effective social and economic progress to be viable, and enable our people to live without upheavals in genuine freedom in participatory democracy in which the distribution of wealth produced by the worker is a reality and not just a dream.

We should like to congratulate the Director-General on being re-elected and for his Report on ILO activities in 1992. We share his concerns about the urgent need for change and greater efficiency in social security schemes, and in medical and hospital care, in order to preserve and safeguard the health of workers and their families; the strengthening of retirement schemes and benefits. In this context Paraguay, in its new era of democracy, is about to restructure and redefine the very concept of social security. Our Social Welfare Institution (IPS) will be revising its institutional, medical and administrative structures in order to make the necessary adjustments to ensure greater efficiency across the board, including services for senior citizens, domestic and service workers, rural workers and peasants and the many workers in the informal sector.

The universality of Paraguayan social security is both a necessity and a challenge which we in the CPT support resolutely in order to ensure that our compatriots receive the benefits to which they are entitled.

However, Paraguay has not escaped the winds of neo-liberalism which have swept the region with their aim of privatization, including the privatization of medical care and pensions. We the workers reject this with all our might and strength because it seriously undermines the health and economic survival of the workers and their families.

Another source of concern for workers and the CPT is the delay in the promulgation of a new Labour Code. This code has been discussed for four years in Parliament, and for the last six months has been before the Senate. We demand a new Labour Code which establishes the principle of real stability, trade union rights and social guarantees. It must not simply be a code aimed at making labour more flexible, which is merely a misconstruction of what freedom is on the part of employers in order to dismiss and manipulate the workers and trade union leaders.

Lastly, to date Paraguay has ratified only 34 international Conventions; we shall therefore continue to struggle for and demand the ratification of many other Conventions which are of great interest both to the country and the workers.

The new Paraguayan Constitution, promulgated on 20 June 1992, establishes and recognizes our country as a society based on the rule of law; it guarantees all fundamental rights such as freedom of association, collective bargaining, the right to strike, to demonstrate and assemble, the right of the people to propose legislation, respect for tripartism as a means of action, far-reaching and humanistic agrarian reform, pluralism in the media, free expression and respect for ideological diversity, equality for all and equal rights for men and women, as well as free and democratic elections through direct and secret suffrage with proportional representation. It is in this context that we the workers will pursue our struggle for a better Paraguay – a democratic and peaceful Paraguay that respects human dignity.

Mr. ENGLEBERTS *(representative of Public Services International)* – The 1993 UNDP Human Development Report states that some people claim that recent events prove the triumph of capitalism and the demise of socialism; this is too simplistic a view; if there is a triumph of capitalism, it need not be the triumph of personal greed; if there is a demise of socialism, it need not be the demise of all the social objectives; indeed, such labels inhibit creative thinking and risk repeating the mistakes of the past.

I am afraid that is exactly what the resolutions of the Employers' group and some Asian governments in the ILO will do, repeat the mistakes of the past. In Public Services International we are in favour of reform, but we are very suspicious about some of the ideas behind these resolutions. Particularly if you read a document from the International Organization of Employers from February 1993 containing proposals for a thorough reform of the ILO, you wonder whether they are struck with dogmatic blind-ness. They claim their approach is faithful to the principles laid down in the Preamble to the Constitution and in the Declaration of Philadelphia, provided they are read in the light of today's world, and their analysis of the light of today's world has more to do with orthodox monetarist theories than with reality.

They claim that policy prescriptions of recent years, based on the preponderant role of the state and the large public enterprises, have failed to realize the hopes expressed in the Declaration of Philadelphia.

Where have they been in the last ten years, I ask you? The monetarist decade has been witness to privatization of public assets on an enormous scale and the restructuring of public services by every conceivable means, with one objective – reducing the size of the state and cutting public sector spending in favour of a greater role for the private sector. Has it worked? The 1993 Human Development Report mentions that this was the decade that shattered many lives and hopes, with mounting external debt, faltering economic growth, increasing unemployment, growing civil strife, rising ethnic tensions, threats to the environment and the persistence of abject poverty. More than a billion of the world's people still languish in absolute poverty, and the rich? The rich are getting richer. Asset sales have contributed little or nothing to the economic well-being of those countries where privatization has been extensive. All remain stubbornly in recession. Privatization does not produce economic growth nor does it create jobs. More likely the reverse. A lesson from the monetarist decade is that providing the infrastructure for a modern economy and society is a government responsibility. Abdication of that responsibility results in a rundown of education, health, roads, public buildings and of national morale and social values.

Employers, do your homework. Read the UNDP report which talks about the seven sins of privatization. Read the 1991 OECD publication *Serving the economy better*, read the *1991 World Development Report* of the World Bank, which notes for example that markets cannot operate in a vacuum; they require a legal and regulatory framework that only governments can provide; and at many other tasks, markets sometimes prove inadequate or fail altogether: that is why governments must, for example, invest in infrastructure and provide essential services to the poor; it is not a question of state or market: each has a large and irreplaceable role. The 1991 World Development Report further states that the proper economic role of the government is larger than merely standing in for markets if they fail to work well; in defining and protecting property rights, providing effective legal, judicial and regulatory systems, improving the efficiency of the civil service, and protecting the environment, the State forms the very core of development.

Don't tell us fairy tales, employers, when you state that privatization is therefore acknowledged by nearly everyone to be an essential condition for economic and therefore social progress.

Has the free market being performing so well of late? There have been massive business collapses, foolish if not dishonest speculative ventures have squandered the small savings of thousands of investors and high-profile investors, touted as modern-day heros, have ended up in prison for fraud and theft involving huge sums of money. Is that climate of flexibility and freedom you want all enterprises to benefit from?

We know from experience that unregulated markets are slaughterhouses where the strong chop up the weak.

I fully support in this respect what my colleague, Neil Kearney, has earlier said in this Conference, and we in Public Services International will keep on campaigning with the whole international trade union movement to see that working people are not kept down by fear, because fear is what union busters, violators of workers' rights, depend on. If you take away workers' rights, then you bring back fear: fear of violence, fear of getting the sack, fear of poverty. If you take away workers' rights, then you take away dignity and the individual's means of securing social justice for himself or herself and for society as a whole.

Democratic structures in society, including industrial democracy, with their stress on human rights and social justice are the necessary checks on the dog-eat-dog market. The 1993 Human Development Report reckons that people's participation is becoming the central issue of our time. States and people must have the opportunity to influence the global decisions that are going to influence them so profoundly. This means making the institutions of global governance much broader and more participatory. There should, in particular, be a searching re-examination of the Bretton Woods organizations. We agree that has greater urgency than the Employers' attempt to debilitate the role of the ILO. But fortunately here in the ILO we can raise our voice.

The employers no longer accept the criticism that they are slowing the ILO's progress. But that is exactly our experience in many sectoral meetings, where the henchmen of the IOE are obstructing the proceedings, where they try to water down the conclusions to meaningless generalities, where they seek to prevent the discussion of the real issues. Their attitude is particularly negative in public sector meetings, where they form only a small minority but try to dominate the Government group, and I must say that it is very often also the fault of governments for not sending the most appropriate people to represent them.

Public Services International agrees that the ILO has been heavily influenced by the conditions prevailing in what have traditionally been the major sectors. Perhaps the Employers have overlooked the 1991 OECD Employment Outlook which includes an inquiry about trends in trade union membership and the vast increase in the ratio of public sector unionists and workers in comparison to the private sector, including the number and range of public service occupations. Therefore, I reiterate our call for the creation of a special ILO branch to deal specifically with the public sector and a very significant increase in activities for the public sector.

It upsets me to read that the Employers regard the ILO as a sort of International Rotary Club, where international labour standards should be limited to generalities, because you can't trust governments anyway. They voted for something which they knew would never be applied in their countries, it says in their paper. What about the Employers' vote? Did they oppose all ILO instruments in the past? Could it be that their predecessors were somewhat more enlightened?

Can we really consider them as sincere and honest partners, when they say that the practice of making technical cooperation conditional on the application of standards has the effect of penalizing innocent populations for the abuses of their governments? The same people who want to stifle any debate on the structural adjustment programmes of the IMF and the World Bank because those conditionalities they like?

Public Services International is of the opinion that ILO standards should be part of structural adjustment programmes and that it is not the business of the World Bank to draw up labour codes for African countries.

We regret very much that there are some governments who make a mockery of the ILO by ignoring the very Conventions to which they are a signatory, for instance, the British Government, but we cannot but state that this Government does exactly what the Employers want.

All these double standards, the hypocrisy, the dogmatic approach make me wonder whether this is really the opinion of responsible business leaders around the world, who decide the fate of millions of workers. If so, we might have to reinvent socialism again.

Original Russian: The PRESIDENT (Mr. BADEY) – Before concluding the sitting and adjourning it, I would like to give the floor to Mr. Joel, the Government delegate of Papua New Guinea, who would like to use his right of reply in connection with the statement made by Mr. Kutal, the Workers' representative of the same country.

Mr. JOEL *(Government delegate, Papua New Guinea)* – I would simply like to make one correction concerning a misrepresentation made by the Workers' representative from Papua New Guinea. He referred to the reduction in the indexation of wages and to changes of other conditions of employment in our country. He also referred to a reduction in the actual minimum wage itself. That particular decision was made by the Minimum Wages Board, which is tripartite and includes a representative of the workers. The Minimum Wages Board did not make a recommendation. It made a determination, which is final in our country. That is the misrepresentation that the Workers' representative made, and that I would like to correct.

(The Conference adjourned at 5.45 p.m.)

CORRIGENDA

Provisional Record No. 12, page 1, right-hand column, under "Deputy members" read: "Mr. de Regil (Mexico)."

Provisional Record No. 14, page 14, speech by Mr. AL-DAJANI: in the left-hand column, the first full paragraph should end: "20 million dinars".

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No. 16 – Tuesday, 15 June 1993

PRINTED IN SWITZERLAND

International Labour Conference
Provisional Record
Eightieth Session, Geneva, 1993

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Second item on the agenda: Programme and budget proposals and other financial questions

SECOND REPORT OF THE FINANCE COMMITTEE OF GOVERNMENT REPRESENTATIVES

1. The Finance Committee of Government Representatives met on 3 and 4 June 1993 with Mr. Y. Chotard (France) as Chairman and Reporter, and Dr. Shah M. Farid (Bangladesh) as Vice-Chairman.

OUTSTANDING DEBTS OF MEMBER STATES AND THE RIGHT TO VOTE

2. The Committee had before it Report II: Draft Programme and Budget for 1994-95 and Other Financial Questions, containing a resolution submitted by the Governing Body concerning amendments to the Financial Regulations in respect of outstanding debts owed by member States.

3. The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.

CHANGE IN TREATMENT OF INCOME FROM SALES OF PUBLICATIONS

4. The Committee had before it *Provisional Record* No. 4, containing a resolution submitted by the Governing Body concerning the operations of the Publications Revolving Fund.

5. The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.

WORKING CAPITAL FUND

6. The Committee had before it Report II: Draft Programme and Budget for 1994-95 and Other Financial Questions, containing a resolution submitted by the Governing Body concerning changes to the Financial Regulations in respect of the operation of the Working Capital Fund.

7. The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.

COMPOSITION OF THE ADMINISTRATIVE TRIBUNAL OF THE INTERNATIONAL LABOUR ORGANIZATION

8. The Committee had before it Report II: Draft Programme and Budget for 1994-95 and Other Financial Questions, containing a resolution submitted by the Governing Body concerning the extension of term of office of a member of the Administrative Tribunal of the ILO.

9. The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.

PROPOSED GIFT OF LAND BY THE GOVERNMENT OF PAKISTAN FOR ILO PREMISES IN ISLAMABAD

10. The Committee had before it *Provisional Record* No. 4, containing a resolution submitted by the Governing Body concerning a proposed gift of leasehold land by the Government of Pakistan for the construction of premises for the ILO Office in Islamabad.

11. The Committee recommends that the Conference adopt this resolution, the text of which appears at the end of this report.

PROGRAMME AND BUDGET PROPOSALS FOR 1994-95

General discussion

12. The Committee had before it the Director-General's Programme and Budget proposals for 1994-95 as submitted to the Governing Body at its 255th Session (February-March 1993). The Committee also had before it Report II: Draft Programme and Budget for 1994-95 and Other Financial Questions, containing a report on the consideration of the Director-General's original proposals by the Programme, Financial and Administrative Committee of the Governing Body; the Governing Body's discussion of this report was set out in an extract from the minutes of the 255th Session of the Governing Body which had been circulated in Document FC/D.2. In addition, the Committee had before it *Provisional Record* No. 4 which contained information concerning the fixing of the budget exchange rate for 1994-95.

13. In introducing the proposals, the Director-General asked for the patience of members of the Governing Body present in the room in listening to his fourth speech on the Programme and Budget proposals for 1994-95, but noted that many delegates who were present were not members.

14. The Director-General recalled that the proposed budget was a zero-growth budget, and that, to take account of the difficult financial situation in which many countries found themselves, it was not possible to do otherwise. He expressed his appreciation to member States which intended to demonstrate their confidence in the Organization by maintaining the level of their contributions for 1994-95. It was also appropriate to bear in mind the changes which had taken place in the policy of the organizations which collaborate with the ILO. This was the case in particular of the United Nations Development Programme which was now emphasizing the national execution of technical cooperation projects by the beneficiaries themselves. The ILO

supported this policy which implied a change in its own role, with more emphasis on assistance in the definition of policies and programmes, and less on the implementation of projects. This United Nations decision, with which the ILO had associated itself, had been taken by member States. It had been taken into account in the Programme and Budget proposals for 1994-95.

15. The Director-General noted that account had to be taken of the increasing number of member States which were requesting ILO cooperation. Moreover, the nature of these requests was changing due to political changes in those countries which had chosen democracy and a market economy, and wished to introduce mechanisms to allow them to implement these choices, in particular in the economic and social domain.

16. The Director-General indicated three key features of the budget. In the first place, important savings were proposed in respect of certain programmes and administrative work in Geneva. These savings would be realized mainly by improving administrative procedures and the functioning of the Office. Secondly, the physical presence of the ILO in member States was to be increased substantially. Thirdly, the technical departments in Geneva would undertake work in order to respond to the new types of requests being made to the Office by constituents.

17. Some of the proposals for economies took account of decisions of the Governing Body. These included those concerning the modified procedures to be followed in ILO regional conferences to make them more efficient and less costly, which had already proved to be satisfactory. Changes were also to be introduced in the functioning of the General Conference so that it may be made more efficient, but also shorter. The Governing Body was also in the course of modifying its own methods of work.

18. The Director-General said that economies were to be realized in the administrative services at headquarters, on travel costs, on the costs of the ILO offices in industrialized countries, and in the publications and documents services. These economies would enable the development of the ILO's presence in the field, and more rapid assistance than in the past to member States, by providing them with analysis and advice to support the determination of appropriate policies. To this end, the "Active partnership" policy had been proposed to the Governing Body. This policy included the establishment of 14 multidisciplinary teams throughout the world.

19. The Director-General went on to explain the rationale behind the establishment of the multidisciplinary teams, in order to assist the preparation of social policies in a comprehensive way, since it was impossible to deal with the employment question (for example) without taking into account the question of training or that of labour administration. Moreover, in future the tripartite approach would be given more emphasis, in order to reflect the "Active partnership" policy in the implementation of the ILO programme of technical cooperation and in all work involving relations with ILO constituents. For this reason, each of the multidisciplinary teams would include an official responsible for employers' relations, and another responsible for workers' relations.

20. The Director-General emphasized the significant increases in resources for technical cooperation activities and for relations with employer and worker organizations, despite the zero growth regime, because of various savings achieved. He affirmed his belief that the advance towards democracy in member States implied the need for more cooperation between the Office and employers' and workers' organizations, and a stronger presence of the Office in the field.

21. The technical departments in Geneva would be less involved in the daily management of projects and technical cooperation programmes, work which would be taken over by the field offices. On the other hand the technical departments would be called on to develop their expertise in the various fields of the ILO's competence. The ILO had to improve the intellectual quality of its services to member States.

22. Noting that in 1994 the International Labour Conference would be called upon to reflect on the future of the Organization, the Director-General pointed out that the two main challenges facing the Organization in that year would be the celebration of its 75th anniversary and its participation in the United Nations World Social Summit. The first of these would require the Organization to demonstrate its relevance to the major member States at the end of this century and the beginning of the next. He also recalled that the Governing Body had asked the Office to play a prominent part in the preparation for the Summit in relation to the problems of poverty, employment and social cohesion. He believed that if the Employers' and Workers' organizations were to be involved in activities that concerned them at the Social Summit, the Organization would have to prove that it had the resources, the competence and the expertise to play its proper role in the United Nations system.

23. The Director-General then offered some general comments on the three main themes of the Programme and Budget proposals for 1994-1995. The first of these concerned the contribution of the Office to the process of democratization now taking place in many member States. In making this contribution the Office would have to ask itself how it could assist these States to meet the challenges they themselves had chosen to confront. They would have to be helped in setting up the institutional frameworks, the administrations and the employer and worker organizations they needed to facilitate social dialogue.

24. The second major theme concerned the struggle against poverty and the search for solutions to the problems of unemployment. The Director-General recalled that the promotion of employment had been the only matter which had caused difficulty during discussions in the Governing Body, because the Employers' group considered that the Office had not given it sufficient priority. Employment issues were a major problem, which most member States had to face, but the Office could not substitute itself for them in resolving their problems. The role of the Office was to help member States to develop the institutional capacities to determine their employment policies for themselves; thus the work of the Office would have to complement that of its constituents.

25. The third major theme was that of workers' protection, a traditional activity of the Office. The Director-General observed that the events which had taken place in recent years in many member States showed that it was not possible to reduce the work of the Office in this field.

26. The Director-General concluded by expressing his appreciation of the quality of discussion on the Programme and Budget proposals in the Programme, Financial and Administrative Committee as well as in the Governing Body. He observed that the proposals now submitted to the Committee had been approved by a solid consensus in the discussions in the Governing Body.

27. Mr. Vargas Campos, Chairman of the Governing Body, observed that the draft Programme and Budget proposals for 1994-95 showed an increase in nominal terms when compared with the previous biennium, but in fact showed zero growth in real terms. The themes and objectives set out in the proposals were in line with the ILO's mandate and showed how it intended to give a more

effective and prompt response to requests from member States. The active partnership policy and the creation of multidisciplinary teams were the main instruments for bringing the Office closer to its constituents and should make a substantial contribution to the solution of labour problems in member States.

28. A number of administrative changes had also been proposed concerning the working methods of the Conference, the Governing Body, regional conferences and the Office itself. These proposals showed the determination of the Organization as a whole to give the most effective response to the needs of its member States. The proposals before the Committee were the result of exhaustive discussion in the Programme, Financial and Administrative Committee and in the Governing Body, and he expressed his appreciation to the members of both. He also expressed appreciation to the Office for the documents now before the Committee, and he urged that the Programme and Budget proposals for 1994-95 be recommended for adoption by the Conference.

29. Miss Mackie, speaking in her capacity as Employers' spokesperson in the Programme, Financial and Administrative Committee of the Governing Body, said that the Employers, however critical their views on the Programme and Budget proposals for 1994-95, shared a wholly constructive and positive attitude to the work of the ILO. If they did not believe in and have faith in it, they would not take the trouble to criticize it, nor to offer their own proposals, as they had done and would continue to do. The Employers were very conscious that the document was a programme as well as a budget, and the discussion on the programme and budget proposals was therefore the main occasion on which the constituents of the ILO Governing Body, and then the Conference, could discuss in broad terms what the ILO was doing and what its priorities were.

30. The documents containing the Programme and Budget proposals for 1994-95 were indeed quite awe-inspiring and obviously took much time to prepare. The present procedure might well be the best way of doing things, but the Employers found it rather unsatisfactory. It took up a great deal of time and did not provide adequate opportunity for discussion of many important policy questions. It simply could not be right that important departments and sections of the ILO's work should receive no more than perhaps half-an-hour's discussion, once every two years, during a long and complex debate. The Employers hoped that once the proposed improvements to the work of the Conference and Governing Body were in place it would be possible to examine in more detail the working methods of the Programme, Financial and Administrative Committee.

31. The Employers had worked very hard to give detailed consideration to all the proposals in the draft Programme and Budget for 1994-95, as they had done in February 1992 to a preliminary discussion paper presented by the Director-General. They were disappointed to find that the Programme and Budget proposals for 1994-95 did not appear to reflect adequately their comments on that preliminary document. They had clearly stated that their support would depend on the Office's response to their proposals and in particular on the priority to be given to programmes designed to create and develop employment. Replying to the earlier comments of the Director-General, she said that the Employers' view that employment promotion should be established as a first priority was not and would never be intended to mean that the ILO should abandon everything else, nor that it should interfere with the programmes created by the governments of member States.

32. The Employers had expressed support for a number of policy concepts, including active partnership and the creation of multidisciplinary teams, although they had expressed concern about the details of how the teams' work would be carried out. They had also discussed at great length all the major

programmes included in the Programme and Budget proposals for 1994-95, and their comments could be found in the documents now before the Committee. They strongly supported the efforts to find savings in the work of the Governing Body, the Conference itself, and the regional conferences, but they were concerned that not enough appeared to have been done to create a more flexible structure for the management and staff of the Office. It was gratifying to see that the Bureau for Employers' Activities continued to be recognized as an important part of the programme and that provision had been made to increase its budget by the same percentage as that for the Bureau for Workers' Activities.

33. Miss Mackie stressed that the Employers were strongly supportive of the work of the ILO, but it had to be more receptive to change, and to develop and refine its work while adhering to the principles for which it was established. Although in principle the Employers were able to support many of the proposals contained in the draft Programme and Budget for 1994-95, at the conclusion of the debate in the Governing Body they had abstained from supporting the adoption of the Programme and Budget for submission to the Conference. At the present time the Employer delegates at the Conference had not yet discussed decisions they might take when the plenary of the Conference held the vote on the Programme and Budget proposals for 1994-95.

34. Mr. Vanni, the Worker Vice-Chairman of the Governing Body, said that the proposals before the Committee were the end product of discussions which had begun more than a year ago, in early 1992, when the Programme, Financial and Administrative Committee of the Governing Body had held preliminary discussions on the Programme and Budget proposals for 1994-95. The Workers gave their full support to the three major themes of the programme and budget proposals: the promotion of democracy, the fight against poverty, and workers' protection, the first two of which the ILO shared with other specialized agencies of the UN system.

35. Workers' protection, however, fell exclusively within the competence of the ILO, and the Organization should ensure that this activity stood out clearly in the ILO's programmes dealing with international labour standards and technical cooperation. The active partnership policy was a new and welcome feature of the ILO's activities and would give new impetus to the promotion of tripartism in the fight against poverty, and in efforts to improve productivity while safeguarding employment and working conditions. The Workers also strongly supported the introduction of multidisciplinary teams and the programme on interdepartmental projects, which together would give a considerable increase in resources for regional programmes.

36. The Workers were, however, disappointed to see yet again a zero real growth budget. The level of resources proposed was simply not enough for the ILO to fulfil its responsibilities under present-day social, political and economic conditions. Zero real growth meant that the Organization had no reserves to fall back on and it could easily find itself in a crisis again if a few member States were unable to pay their contributions. The Workers were well aware of the answers usually put forward in defence of zero real growth. They could only voice once again their extreme disappointment that the ILO's programmes were not expanding more rapidly, and they urged the governments to show stronger support for the ILO by paying their contributions on time and in full.

37. The Representative of Switzerland expressed appreciation for the work of the Office and the quality of the documents now before the Committee, which gave some indication of what the ILO would be doing in the twenty-first century. In the world today change was taking place rapidly; therefore the Organization, which was going to celebrate its 75th anniversary in 1994,

should look at the need for reform. He agreed with the remarks of the Employer spokesperson in recognizing the merits of the major themes contained in the Programme and Budget proposals for 1994-95; he expressed particular support for the principal of zero real growth, and to the emphasis on programmes concerned with the promotion of democracy and workers' rights. He recognized that a number of administrative reforms were being made which would yield budgetary savings. He agreed with the concerns expressed by the Employers on how some of the objectives were to be achieved. The proposals should take more account of the principles on which the Organization was based to face up to the new challenges of international competition. At a time when the pace of change was quickening, and the world liberalizing itself, negotiations were taking place in other international organizations on the liberalization of world trade - but the ILO was not equipped to deal with the social consequences of this process. Member States should be aware that the ILO needed the means to respond to the challenges associated with the liberalization of world trade to establish a social platform which might take the form of a "social GATT".

38. If the search for savings was to be worthwhile the Organization should avoid superficial reforms which achieved little in real terms but were time consuming to discuss and put in place. Included in the reforms should be a review of the staff structure to introduce more flexibility and perhaps even suppress some posts. This was not an exercise only for the Office or the Director-General: the governments should also be involved so as to give their support to the Director-General and his staff in such a difficult task.

39. The creation of multidisciplinary teams was a good idea if one wished to bring technical cooperation activities closer to the constituents of the Organization. He understood that the objective of technical cooperation activities was to permit, through the constituents, the implementation of international labour standards. It was not clear, however, how effective the work of multidisciplinary teams would be because there were no political guarantees to exclude political conditionality from technical cooperation activities and thus allow these activities and international labour standards to be progressively introduced. Some form of political guarantees should therefore be given to ensure that the work of these teams would produce concrete results without any form of political conditionality.

40. There were also legitimate concerns expressed by the Employers about proposed interdepartmental programmes. The idea was sound but perhaps savings could be made and staff better motivated if the administrative burden on these programmes could be lightened. The governments of member States, especially his own, were scrutinizing more and more closely the use made of contributions paid to international organizations and the benefits derived from them - they were no longer prepared to hand out blank cheques. His attitude to the Programme and Budget proposals for 1994-95 would be determined by the responses to these questions.

41. The representative of Namibia supported the general thrust of the Programme and Budget proposals for 1994-95 and was pleased to see administrative savings being used to finance more activities in the field. It was understandable that many states had called for a zero real growth regime once more but this should not be a reason to cut activities in regions affected by economic stagnation or decay. Indeed, the ILO should expand its programmes in areas such as the occupied Arab territories and the countries of southern Africa so as to help the oppressed people in these regions. The ILO should also give greater support to activities concerned with equality for women so as to improve their social and economic status. Taken as a whole the draft Programme and Budget for 1994-95 was a reasonably well-balanced package and he would support its adoption by the Conference.

42. The representative of Australia had already gone on record to compliment the ILO on the innovations contained in the Programme and Budget proposals for 1994-95. In recent years, the ILO had shown itself to be a well administered agency with a good record of budgetary constraint. The proposals once again complied with the concept of zero real growth and he would support the recommendation for the Conference to adopt the Programme and Budget for 1994-95. At the same time, a proper ordering of priorities was absolutely essential for a zero real growth budget, particularly where there were so many laudable but competing objectives.

43. Although for an organization like the ILO the staff was its most valuable resource, it appeared to be extravagant to pay 70 per cent of the total budget in staff costs. As a minimum, the Office should carry out a detailed assessment of staff needs in consultation with the Staff Association, taking into account the Organization's need for well-qualified professional staff. At present there appeared to be an imbalance in the staffing structure, with Professionals making up only about one-third of the total. The salary scales also should be brought into line with the UN common system, with the gradual phasing out of extra salary steps. He shared the views of the Employers and the Workers that employment promotion should be considered the top priority for the Organization. Unemployment and poverty were huge problems, even in developed countries: as well as leading to loss of self respect for the individual, they constituted a danger to democracy and the ILO had to give a higher priority to activities aimed at eradicating them. The interaction between labour standards and operational activities should also continue to be given a high priority and it was heartening to see the Director-General's specific commitment concerning labour standards. As a concluding comment, he strongly opposed the notion of assessing any shortfall from the present biennium on member States in 1994-95. The Director-General should commit himself to meeting shortfalls from savings, preferably without reducing programme activities.

44. The representative of the Islamic Republic of Iran recalled that goals such as the establishment of a democratic society and the elimination of poverty depended initially on a fundamental commitment to a programme of human resource development and the creation of employment. These basic objectives were closely interdependent and it was important to recognize this link in order to ensure that government policies and programmes were effectively designed and implemented. He welcomed the new measures introduced to expand the ILO's programme of technical cooperation in the field and the efforts made to generate savings to help meet these goals. It was important however to maintain the structure of core programmes and priorities of the Organization, and if additional savings were required the Office could perhaps consider streamlining more of its administrative procedures.

45. The resources allocated to the Asia and Pacific region for 1994-95 seemed meagre compared to the allocations for the other regions. After all, the majority of the world's needy lived in this region where many of the new central Asian member States of the Organization were to be found, so surely it deserved more resources. He welcomed the proposals for the restructuring of the Organization and emphasized the need to ensure that its scarce resources were allocated so that high-priority activities could be carried out most efficiently.

46. The representative of Yemen said that the delay in payment of his Government's 1993 contribution to the Organization was a result of the significant restructuring required following the reunification of the separate Yemen States in 1992. Indeed, some constitutional modifications had only just been finalized and these internal concerns had received priority. Yemen had traditionally met its obligations on time and it would do so in the future.

47. The representative of Hungary expressed his appreciation for the programme and budget proposals and agreed that the three priority themes concerning the establishment of democracy, the elimination of poverty and the protection of workers' rights were important and fundamental priorities for the Organization. It had shown a willingness to adapt to the far reaching economic and structural changes currently occurring worldwide and the integrated active partnership approach proposed by the Director-General was a welcome innovation. Closer cooperation between member States and the ILO should follow from the establishment of the multidisciplinary teams and he was pleased that Budapest had been selected as the location for the Central and Eastern European team.

48. His country, and indeed the entire Central and Eastern European region, faced formidable challenges in the transition phase to market-driven economies. New structures, new institutions and even new thinking were needed. Close cooperation between governments and the Organization, through the MDTs, would be essential for the proper development of the region and he strongly supported the adoption of the programme and budget proposals.

49. The representative of Mexico endorsed the proposals and reminded the Committee that the creation of employment, especially for migrant and minority groups, and the establishment of social justice were core elements of the ILO's original mandate. The Organization nevertheless needed to recognize the growing worldwide importance of environmental issues and the Office should coordinate programmes with other United Nations agencies in order to develop global strategies that took account of environmental concerns.

50. The representative of China expressed his appreciation for the efforts of the ILO in diverting resources from administrative to substantive programmes, thus keeping budgetary increases to a reasonable level. The elimination of poverty should be regarded as the top priority for the Organization and more resources should be provided for programmes related to this activity and to employment creation. The adjustments already proposed by the Governing Body were most welcome. Although the "active partnership policy" was a welcome initiative, the activities of the multidisciplinary teams should be controlled by guidelines set out by the Governing Body and the Conference. He also raised a number of questions concerning the increase in resources for travel and for the purchase of equipment. These were answered separately and in detail by members of the Office staff.

51. The representative of the United States supported the Programme and Budget proposals for 1994-95, which contained three priority themes entirely compatible with the mandate of the Organization. Zero real growth was now a more important issue than ever and he endorsed the reforms implemented by the Director-General which would help the ILO continue to carry out its work in today's difficult economic climate. It was important to reduce headquarters expenditure where possible so as to expand field activities and for this reason he was pleased to support the active partnership programme and the establishment of the multidisciplinary teams. He endorsed the comments made by the representative of Australia that any shortfall in income in 1992-93 should be met by savings rather than carried forward and assessed on member States in 1994-95. The Director-General should continue to monitor this situation closely.

52. The representative of Bangladesh fully supported the Programme and Budget proposals for 1994-95 which reflected a balanced programme within the limitations imposed by a zero real growth budget. The three priority areas represented areas of critical importance to developing countries, although a

closer collaboration between international agencies such as the World Bank and the ILO might generate a more globally coordinated response to the problems faced by individual member States.

Item-by-item discussion

53. After completing its general discussion on the draft Programme and Budget proposals, the Committee proceeded to an item-by-item discussion of each major programme in accordance with normal procedure.

Item 10: International Labour Conference

54. The representative of China, referring to paragraph 10.6 of the Programme and Budget proposals, queried the need for the renting of the UN Conference facilities in Geneva when the ILO had its own self-contained facilities. He wondered also about the need for external printing when the ILO possessed its own internal printing capacity.

55. The representative of the Director-General (the Treasurer and Financial Comptroller) explained that two conference rooms at the ILO building were in fact used for Committee meetings during the Conference in an effort to make savings. However, almost 2,000 delegates attended the Conference each year and it was physically impossible to accommodate this number of persons in the ILO building, so the Office was obliged to rent the UN facilities. The ILO printing facilities were geared for year-round operations and it was only the excess during the Conference that was placed with outside contractors.

Items 20 to 240

56. No discussion.

Item 250: Field programmes in Africa

57. The representative of Mozambique supported the draft proposals in general and emphasized the importance of the programmes concerning the promotion of employment, vocational training, self-employment and the struggle against poverty. He stressed the many problems now being faced in countries in Africa and in particular southern Africa, where transition to market-oriented economic systems would imply the need for continuing ILO assistance. These matters were of prime importance to the region as a whole and it was gratifying to see that the proposals would ensure that ILO services were maintained, provided that resources were not subject to any form of reduction in the course of programme implementation.

Item 260

58. No discussion.

Item 265: Field programmes in Arab States

59. The representative of Kuwait regretted that more resources were not available for technical cooperation under this programme. The Arab world also

had been undergoing considerable political and economic change, and the ILO should provide resources for the kind of assistance given to other regions going through the same transformation. The Regional Office should move back to Beirut as soon as possible and there was a good case for the Multidisciplinary Team Office to be established in Kuwait. Establishing a physical presence in the field was of prime importance if the real need for technical cooperation in the region was to be met. At present the region was receiving only distant advice on technical cooperation and other activities and basing the Regional Office in Geneva was not cost-effective.

60. The representative of the Director-General (the Treasurer and Financial Comptroller) indicated that this major programme had in fact the benefit of a programme increase of 5.61 per cent in addition to the increase of a further 8 per cent to cover cost increases. He fully recognized that the resources made available to this programme were not sufficient to meet all potential needs, but this was equally true for all other regional programmes. Notwithstanding the constraints of zero real growth, the Director-General had proposed programme increases for each regional programme; this had not been any easy task. The Director-General was very sensitive to the needs of the region and had recently completed a trip to all Gulf States in order to obtain a first-hand impression of their requirements. The Kuwait office was in the process of being reopened and a member of the multidisciplinary team for the region was assigned to this office. Moreover, an ILO team had recently visited Beirut with a view to reopening the regional office. As the premises that had been rented by the ILO in Beirut were severely damaged, negotiations were currently in progress to secure suitable alternative premises in Beirut. The process of reassigning staff from Geneva to Beirut was imminent and it was expected that the regional office would be fully operational in Beirut towards the beginning of 1994.

Item 270

61. No discussion.

Item 280: Field programmes in Europe

62. The representative of Finland was disappointed that there was no expert on working conditions and environment included in the Central and East European Multidisciplinary Advisory Team. His country was particularly concerned about these matters and hoped that this expertise would be available.

63. A representative of the Director-General (The Director of Programming and Management) confirmed that there was no provision for a specialist on working conditions and environment but emphasized that the Team would work closely with the relevant headquarters' department responsible for these activities. Officials would be sent to advise constituents as required. Resources for this work were not necessarily reflected under the Team's resources but rather under the major programmes' allocation for advisory services.

Items 290 to 296

64. No discussion.

Statement on procedure

65. The Chairman said that the Finance Committee had now completed both the general discussion and the item by item discussion on the programme and budget proposals for 1994-95. The plenary of the Conference had also held a preliminary discussion on this subject which included statements from the Employers, the Workers, and a representative of the Government of the Islamic Republic of Iran, and in the absence of any further comments the Committee was now in a position to approve the programme and budget proposals for 1994-95.

66. In accordance with normal practice, the Chairman proposed that the Committee adjourn to enable the Office to carry out the formal execution of the forward purchase contracts, and reconvene to approve the final resolution for the Conference when the exact exchange rate and budget totals were known.

67. The Committee agreed to this procedure and the meeting adjourned.

APPENDICES

68. A statement showing the proposed amendments to the Financial Regulations concerning the Working Capital Fund is attached to this report (Appendix I).

Geneva, June 1993

(Signed) Y. Chotard
Chairman and Reporter

RESOLUTIONS SUBMITTED TO THE CONFERENCE

Resolution concerning outstanding debts of member States and the right to vote

The General Conference of the International Labour Organization,

Decides that article 10, paragraph 7, of the Financial Regulations shall be amended to read as follows (deletions in square brackets, additions underlined):

Any payment in respect of contributions made by a Member of the Organization which has not paid in full its contribution for previous calendar years shall, unless the Conference decides otherwise in particular cases, be credited against the earliest in date of such arrears, including amounts outstanding in relation to payment of contributions during former periods of membership, notwithstanding any expression of intention to the contrary by the debtor Member. Where arrears or such outstanding amounts have been consolidated, a Member of the Organization is required to pay its annual instalment [in respect of arrears] in full before liquidating its current contribution for the year in question.

Resolution concerning a change in treatment of income from sales of publications

The General Conference of the International Labour Organization,

Decides to amend with effect from 1 January 1994 paragraph 2 of article 11 of the Financial Regulations, which reads as follows:

The Director-General may pay up to 75 per cent of the income from the sale of publications, including related royalties and fees, into a Publications Revolving Fund in accordance with rules to be established for the Fund under article 40 of these Regulations.

by substituting the figure 100 per cent for that of 75 per cent.

Resolution concerning the Working Capital Fund

The General Conference of the International Labour Organization,

Recalling that, at the 248th Session (November 1990) of the Governing Body, the Programme, Financial and Administrative Committee had set up a Working Party to review the current arrangements governing the Working Capital Fund,

Recognizing that amendments to the Financial Regulations are required in order to implement the recommendations of the Governing Body concerning the operation of the Working Capital Fund;

Decides that the level of the Working Capital Fund on 1 January 1993 be set at 35 million Swiss francs and that any remaining balance be transferred to an Income Adjustment Account.

Decides to approve, in accordance with article 41 of the Financial Regulations and effective from 1 January 1993, the amendments to the Regulations set out in Appendix I to this report.

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization

The General Conference of the International Labour Organization,

In accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organization;

Extends the term of office of Miss Mella Carroll (Ireland) as judge by a further period of three years.

Resolution concerning the proposed gift of land by the Government of Pakistan for ILO premises in Islamabad

The General Conference of the International Labour Organization,

Authorizes the Governing Body, pursuant to article 12, paragraph 1, of the Financial Regulations, to accept, if it thinks fit after a full examination of the matter, the gift of a plot of leasehold land made by the Government of Pakistan, for the purpose of constructing premises to house the ILO office in Islamabad.

INTERNATIONAL LABOUR CONFERENCE

Provisional Record

80th Session, Geneva, 1993

SECOND ITEM ON THE AGENDA: PROGRAMME AND BUDGET PROPOSALS AND OTHER FINANCIAL QUESTIONS

THIRD REPORT OF THE FINANCE COMMITTEE OF GOVERNMENT REPRESENTATIVES

1. The Finance Committee of Government Representatives met on 11 June 1993 with Mr. Y. Chotard (France) as Chairman and Reporter, and Dr. Shah M. Farid (Bangladesh) as Vice-Chairman.

ASSESSMENT OF CONTRIBUTIONS OF NEW MEMBER STATES

2. The Committee had before it Report II: Draft programme and budget for 1994-95 and other financial questions, and document FC/D.4, containing resolutions submitted by the Governing Body concerning the assessments of contributions of new member States.

3. The representative of the Director-General (the Treasurer and Financial Comptroller) described to the Committee in detail the draft resolutions proposed in respect of the rates of assessment for a number of member States which had recently joined the Organization.

4. The representative of the Republic of Moldova wished to refer to the level of contribution payable by his country to the programme and budget of the International Labour Organisation for the 1992-93 biennium, an extremely important matter in the relationship between his country and the Organization. He hoped that the Conference would be able to give a sympathetic consideration to the particular circumstances his country faced at present. The rates of assessment for new member States in the ILO had been examined at the 255th Session of the Governing Body earlier in 1993, when the Allocations Committee had presented a report recommending to the Governing Body the same rates of assessment for member States as those established by the United Nations, following the practice of harmonizing the scales of assessment between the ILO and the United Nations.

5. At the same session of the Governing Body, the Allocations Committee had proposed that the contributions of new member States of the ILO which had formed part of the ex-USSR would be deducted from the contributions of the ex-USSR for the previous years. In this way, the rate of assessment for the Republic of Moldova to the budget of the ILO had been fixed at 0.15 per cent. The Republic of Moldova, a Member of the ILO since 8 June 1992, had to contribute to the budget according to the rates of assessment decided by the Allocations Committee, 266,733 Swiss francs for 1992, and 471,614 Swiss francs for 1993. These contributions were fixed according to a methodology applied by the International Monetary Fund (IMF), which took account of several measures of economic potential, the main one of which was gross national product (GNP) per capita. Under this calculation, the figure estimated by IMF was US$2,920 per person. Without wishing to question the objectivity of the

methodology applied, he thought that this figure was too high and did not correspond to reality because the statistical information supplied to the IMF did not correspond to the standards applied elsewhere. Indeed, this was the conclusion reached in a discussion between the Minister of Labour and Social Welfare and the UNDP Resident Representative in Moldova in April 1993.

6. The World Bank had recently recalculated the GNP per capita on the basis of new statistical information to be $1,590 per person, but even this figure was regarded as too high by World Bank experts and a new calculation was required. Early in July 1993 an IMF mission would arrive in Moldova to investigate, among other things, the structure of national statistics with a view to bringing them into line with international standards, after which a new calculation of GNP per capita would be made.

7. The Republic of Moldova was facing extreme financial difficulties and had been forced to cut back on social programmes, and at present salaries, pensions and other social benefits were not being paid according to law. In view of this, and also the fact that the IMF and World Bank had not yet made a final calculation for GNP per capita, which in turn was the base upon which rates of assessment for ILO contributions were calculated, he appealed to the Conference to suspend for one or two years the payment of Moldova's budgetary contributions to the ILO. This would provide the funds for urgent social programmes to assist the poor in his country.

8. The Treasurer replied that the Director-General was well aware of the dissatisfaction expressed by a number of member States on recommendations recently put forward by the UN Committee on Contributions to the General Assembly. It was partly for this reason that the scale now being proposed to the Committee related to 1994 only, so that if the General Assembly were to revise its scale later in 1993 the revision could be taken into account when the 1994 International Labour Conference considered a scale of assessments for 1995. For many years now the ILO scale of assessments had been based on that of the UN, adjusted to take account of differences in membership, and the ILO, in common with other UN specialized agencies which followed the same practice, was not in a position to adopt an independent scale. It was unlikely that the Conference would agree to any proposal to suspend the payment of contributions, because the corresponding shortfall would have to be redistributed among the other member States in order to match the income budget with the expenditure budget.

9. The Committee recommends that the Conference adopt the resolutions concerning the assessment of contributions of new member States, the texts of which appear at the end of this report.

SCALE OF ASSESSMENT OF CONTRIBUTIONS FOR 1994

10. The Committee had before it Provisional Record No. 4, containing a draft scale of assessment of member States' contributions for 1994 as recommended by the Allocations Committee of the Governing Body and endorsed by the Governing Body itself. The Committee also had before it document FC/D.4, which was a report of the Allocations Committee submitted direct to the Finance Committee under the authority of the Governing Body. This report explained that two new Member States, Bosnia and Herzegovina and also Kazakhstan had become members of the ILO after consideration of the draft 1994 scale of assessments by the Governing Body. Their rates of assessment for 1994 had already been approved in the United Nations, and accordingly, a revised ILO draft scale of assessments, incorporating those two new member

States, was recommended to this Committee for submission to the Conference. The report also covered the possibility of additional States which already had rates of assessment established in the UN becoming members of the ILO during the current Session of the Conference, and proposed that the draft 1994 scale be further revised to include such new member States at rates based on their UN rates for 1994, and then submitted to the Conference for adoption.

11. The representative of Ukraine pointed out that the Ukrainian delegation had analysed thoroughly the draft contribution scale for 1994 and he drew the attention of the Committee to the rate of assessment fixed for his country in the draft scale. According to the document, Ukraine's contribution to the ILO was set at 1.88 per cent, an increase of more than 0.7 per cent since 1993. No other country had seen its contribution increased so sharply.

12. Referring to the decision of the 47th Session of the UN General Assembly, concerning the budget of the United Nations Organization, which had determined the contribution scale mentioned above, he pointed out that Ukraine's delegation to the session had found this decision unacceptable and had voted against the new scale of contributions. From its point of view, the new amount of Ukraine's contribution had not been established in line with certain basic principles and criteria. This had been confirmed by the UN Legal Adviser who pointed out that the Committee on Contributions, which had made recommendations to the General Assembly, had no mandate to modify Ukraine's contribution, and the decision as a whole was contrary to the rules of procedure in the UN.

13. This change to the rate of assessment for Ukraine's contribution was difficult to understand because the decision was taken at a time when Ukraine was experiencing extreme social and economic difficulties. Statistics reflected a sharp drop in living standards: in 1992, national income dropped by 14 per cent and the budget deficit rose to more than 9 per cent of GNP, while inflation sky-rocketed to over 2,000 per cent and new investment almost dried up. The billions spent to repair damage caused by Tchernobyl appeared to have been overlooked. This accident had affected millions of workers and Ukraine still needed help from the international community.

14. In view of the foregoing, the Minister of Foreign Affairs of Ukraine informed the UN Secretary-General earlier this year that his Government would pay contributions to the UN regular budget on the basis of its financial obligations determined in the UN scale of contributions for 1992, 1993 and 1994, as approved by the General Assembly Resolution 46/221. Consequently, Ukraine could not agree with the proposed ILO draft scale of contributions.

15. Ukraine had always acted very responsibly in respect of its financial obligations to the ILO, and recently had paid a part of its 1992 arrears, despite its extreme economic difficulties. However, if the decision on page 3 of the English text of document FC/D.4 was put to the Committee, Ukraine would vote against it.

16. The Treasurer reiterated that the scale of assessments in the ILO was based on that of the UN, adjusted for differences in membership. It was true that Belarus and Ukraine had issued a statement earlier in the year at the United Nations objecting to the increases in their respective assessments and to the fact that they had been treated as new member States. Nevertheless, this was a matter which would have to be resolved in the United Nations and the ILO had no alternative but to follow its usual practice of basing its scale of assessment on that of the UN, with adjustments for differences in membership.

17. The representative of Turkey was pleased to announce that by a payment of 200,000 Swiss francs on 26 May 1993, his country's contributions due for 1993 had now been settled in full.

18. The Committee recommends that the Conference adopt the resolution concerning the draft scale of assessment of contributions for 1994 recommended by the Allocations Committee, the text of which appears at the end of this report.

RESOLUTION FOR THE ADOPTION OF THE PROGRAMME AND BUDGET FOR 1994-95 AND THE ALLOCATION OF THE BUDGET OF INCOME AMONG MEMBER STATES

19. The Committee had before it document FC/D.4, which contained details of the programme and budget proposals for 1994-95 and a draft resolution for submission to the Conference.

20. The Treasurer and Financial Comptroller recalled that at its previous sitting the Committee had authorized the Office to carry out the forward exchange contracts for the Organization's US dollar requirements for the 1994-95 biennium. These contracts had now been formally executed at a rate of 1.45 Swiss francs to the US dollar. The appropriate figures now to be inserted in the resolution were:

Budget of expenditure	$ 466,510,000
Budget of income	$ 466,510,000
Budget rate of exchange	1.45 Swiss francs to the dollar
Equivalent budget total in Swiss francs	SF 676,439,500

21. The Treasurer stated that as a result of the forward purchase contracts carried out, there would be a premium payable of approximately SF1.4 million which would be charged to the Income Adjustment Account in accordance with the Financial Regulations.

22. The Committee recommends that the Conference adopt the resolution for the programme and budget for 1994-95, the text of which appears at the end of this report.

ADOPTION OF REPORT

23. The Committee also agreed to authorize the Chairman and Reporter to adopt on its behalf the Third Report of the Finance Committee of Government Representatives, so as to expedite its consideration by the Plenary of the Conference.

APPENDICES

24. A table showing rates of assessment in the UN and the ILO for members of the former USSR and members of the former Federal Socialist Republic of Yugoslavia is appended to this report (Appendix II). This

appendix also shows the contributions payable for these member States in 1991, 1992 and 1993.

25. A table showing the proposed summarized budget of expenditure and income for 1994-95 is appended to this report (Appendix III), together with a summary of the proposed expenditure budget for 1994-95 by major programme (Appendix IV). A statement showing the contributions due from each member State for 1994 is also appended (Appendix V).

Geneva, June 1993. (Signed) Y. Chotard,
Chairman and Reporter.

RESOLUTIONS SUBMITTED TO THE CONFERENCE

Resolution concerning the assessment of the 1991 and 1992 contributions of new member States

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2 of the Financial Regulations,

(a) decides that the contributions to the ILO budget of the new member States listed in column 1 of Appendix II to this document for the periods of their membership in 1991 and 1992 be based on the annual assessment rates shown for each in column 4 of Appendix II to this document;

(b) decides that the resulting assessments for 1991 and 1992 of Armenia, Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania, Moldova and Uzbekistan appearing in columns 7 and 8 of Appendix II to this document be deducted from the assessments of the former USSR for those years;

(c) decides that the resulting assessments for 1992 of Croatia and Slovenia as appearing in column 8 of Appendix II to this document be deducted from the 1992 assessment of Yugoslavia.

Resolutions concerning assessment of the 1993 contributions of new member States

The General Conference of the International Labour Organization,

Decides, in accordance with article 9, paragraph 2 of the Financial Regulations, that the contributions for the periods of membership in 1993 of any States which formed part of the former USSR which may become Members of the ILO before 1 January 1994 be based on their rates of assessment for 1993 in the United Nations, and that the resulting total of their assessments be deducted from the assessment of the Russian Federation for 1993.

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2 of the Financial Regulations,

(a) decides that the rates of assessment for 1993 of Croatia and Slovenia be 0.13 per cent and 0.09 per cent respectively;

(b) decides that the total of their rates of assessment for 1993 be deducted from the rate of assessment of Yugoslavia for 1993.

The General Conference of the International Labour Organization,

Decides, in accordance with article 9, paragraph 2 of the Financial Regulations, that consideration of the rates of assessment of the Czech Republic and the Slovak Republic for their periods of membership in the Organization in 1993 be deferred to the 81st (June 1994) Session of the International Labour Conference.

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2 of the Financial Regulations,

(a) decides that the contribution of Bosnia and Herzegovina to the ILO budget for the period of its membership of the Organization during 1993 be based on an annual assessment rate of 0.04 per cent;

(b) decides that the resulting assessment for 1993 of Bosnia and Herzegovina be deducted from the 1993 assessment of Yugoslavia.

The General Conference of the International Labour Organization,

Decides, in accordance with article 9, paragraph 2 of the Financial Regulations, that consideration of the rates of assessment of Eritrea and the former Yugoslav Republic of Macedonia for their periods of membership in the Organization in 1993 and for 1994 be deferred to the 81st (June 1994) Session of the International Labour Conference.

Resolution concerning the scale of assessment of contributions for 1994

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2 of the Financial Regulations,

(a) decides to adopt the draft scale of assessments for the 1994 year as set out in column 3 (headed "Percentage 1994") of Appendix V to this document.

(b) decides that in the event that additional States become members of the ILO during the current (80th) Session of the Conference, the draft scale of assessments for 1994 be further revised to include such new member States at rates of assessment based on their rates of assessment for 1994 in the United Nations.

Resolution concerning the adoption of the Programme and Budget for 1994-95 and the allocation of the budget of income among member States

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, passes for the 64th financial period, ending 31 December 1995, the budget of expenditure for the International Labour Organization amounting to US$466,510,000 and the budget of income amounting to US$466,510,000, which, at the budget rate of exchange of Swiss francs 1.45 to the US dollar, amounts to Swiss francs 676,439,500, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

APPENDIX I

Amendments to the Financial Regulations concerning the Working Capital Fund

(Deletions are in square brackets, new text is underlined)

Article 11

1. Except in so far as the Conference may decide otherwise, all income other than contributions payable by governments, such as income from the sale of publications and other miscellaneous sources and interest, shall be classed as miscellaneous income, and subject to the provisions in paragraphs [2 and 3] 2 to 8 below, shall be paid into [the part of the Working Capital Fund which stands to the credit of the Organisation.] an Income Adjustment Account.

8. The Director-General shall maintain an Income Adjustment Account to which shall be credited or charged:

(a) Income as defined in paragraph 1 of this article;

(b) Interest earned on the Working Capital Fund in accordance with article 20, paragraph 2 of these Regulations;

(c) Any net premium payable on the forward purchasing of US dollars for a biennium under the Swiss franc assessment system approved by the Conference at its 76th (1989) Session after allowing for any residual gain or loss on exchange in the same biennium arising from the operation of the Swiss franc assessment system; and

(d) Transfers to budgetary income approved by the Conference;

(e) Any other items that the Conference may decide.

Article 19

2. The Working Capital Fund shall be denominated in Swiss francs. Its established nominal level shall be fixed by the Conference.

Article 20

2. Interest earned on the Fund shall be [added to the shares in the Fund standing to the credit (a) of individual Members and (b) of the Organisation in proportion to the amount of their shares.] credited to the Income Adjustment Account.

APPENDIX II

New member States of the ILO

New member State	Date of admission (day/month/year)		Rates of assessment approved in the UN for 1991, 1992 and 1993 (percentage)	Number of days of membership in the ILO		Amount of assessment in the ILO (Swiss francs)[1]		
	To the UN	To the ILO		1991	1992	1991	1992	1993[2]
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
A. New member States that formed part of the former USSR								
Armenia	2.03.92	26.11.92	0.13	-	36	-	40 203	408 733
Azerbaijan	2.03.92	19.05.92	0.22	-	227	-	429 006	691 701
Estonia	17.09.91	13.01.92	0.07	-	354	-	212 871	220 087
Kyrgyzstan	2.03.92	31.03.92	0.06	-	276	-	142 258	188 646
Latvia	17.09.91	3.12.91	0.13	29	366	29 864	408 733	408 733
Lithuania	17.09.91	4.10.91	0.15	89	366	105 752	471 615	471 614
Moldova	2.03.92	8.06.92	0.15	-	207	-	266 733	471 614
Uzbekistan	2.03.92	13.07.92	0.26	-	172	-	384 164	817 465
Totals to be deducted from the assessments of the former USSR for 1991 and 1992 and from the Russian Federation for 1993						135 616	2 355 583	3 678 593

New member States of the ILO (concl.)

New member State	Date of admission (day/month/year)		Rates of assessment approved in the UN for 1991, 1992 and 1993 (percentage)	Number of days of membership in the ILO		Amount of assessment in the ILO (Swiss francs)[1]		
	To the UN	To the ILO		1991	1992	1991	1992	1993[2]
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9
B. New member States that formed part of the former Federal Socialist Republic of Yugoslavia								
Croatia	22.05.92	30.06.92	0.13	-	185	-	206 600	408 733
Slovenia	22.05.92	29.05.92	0.09	-	217	-	167 771	282 969
Totals to be deducted from the 1992 and 1993 assessments of the former Federal Socialist Republic of Yugoslavia							374 371	691 702

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[1] The amount of the assessment is determined by applying the percentage rate of assessment in column 4 to the number of days of membership in each year, divided by 365 (days) in the case of 1991 and 366 (days) in the case of 1992, and applying this factor to the ILO assessed budgets of income of 289,135,000 Swiss francs for 1991 and 314,409,750 Swiss francs for 1992 and 1993.

[2] 1993 assessments are for a full year of membership.

APPENDIX III

PROPOSED SUMMARIZED BUDGET OF EXPENDITURE AND INCOME FOR 1994 - 95

	Expenditure			Income			
	1992 - 93 Budget in US$	1994 - 95 Estimates in US$		1992 - 93 Budget		1994 - 95 Estimates	
				In US$	In SF	In US$	In SF
Part I Ordinary Budget	404 815 000	465 635 000	Contributions from member States	405 690 000	628 819 500	466 510 000	676 439 500
Part II Unforeseen Expenditure	875 000	875 000					
EFFECTIVE WORKING BUDGET	405 690 000	466 510 000		405 690 000	628 819 500	466 510 000	676 439 500

APPENDIX IV

PROPOSED EXPENDITURE BUDGET FOR 1994-95 BY MAJOR PROGRAMME
(IN US DOLLARS)

CHAPTER	ITEM	TITLE	1992-93 BUDGET	1994-95 ESTIMATES (IN CONSTANT 1992-93 DOLLARS)	1994-95 ESTIMATES (RECOSTED) 1.55 TO 1.45
		PART I. ORDINARY BUDGET			
A		POLICY MAKING ORGANS:			
	10	INTERNATIONAL LABOUR CONFERENCE	11,951,662	10,890,336	12,664,992
	20	GOVERNING BODY	2,085,278	2,048,478	2,367,153
	30	MAJOR REGIONAL MEETINGS	2,289,081	1,804,638	2,059,163
		TOTAL	16,326,021	14,743,452	17,091,308
B		GENERAL MANAGEMENT:			
	40	GENERAL MANAGEMENT	7,826,190	7,431,852	8,522,477
C		TECHNICAL PROGRAMMES:			
	50	INTERNATIONAL LABOUR STANDARDS AND HUMAN RIGHTS	16,163,497	16,221,982	18,596,096
	60	EMPLOYMENT AND DEVELOPMENT	13,725,643	13,327,488	15,262,602
	65	ENTERPRISE AND COOPERATIVE DEVELOPMENT	6,832,200	6,705,396	7,709,032
	70	TRAINING	8,138,910	7,923,932	9,109,866
	75	TURIN CENTRE	4,219,510	4,219,510	4,785,000
	80	INDUSTRIAL RELATIONS AND LABOUR ADMINISTRATION	9,078,630	8,898,043	10,203,047
	90	WORKING CONDITIONS AND ENVIRONMENT	14,024,180	13,405,435	15,396,115
	100	SECTORAL ACTIVITIES	13,673,630	13,067,960	14,989,319
	110	SOCIAL SECURITY	5,090,405	5,362,256	6,120,506
	115	INTERNATIONAL SOCIAL SECURITY ASSOCIATION	534,910	534,910	594,420
	120	LABOUR INFORMATION AND STATISTICS	23,951,523	23,009,844	26,794,788
	130	INTERNATIONAL INSTITUTE FOR LABOUR STUDIES	4,262,970	4,024,780	4,684,330
	140	INTERDEPARTMENTAL PROJECTS	8,376,345	7,901,356	9,032,529
		TOTAL	128,072,353	124,602,892	143,277,650
D		SERVICE AND SUPPORT ACTIVITIES:			
	150	DEVELOPMENT COOPERATION	2,523,687	2,196,400	2,486,982
	160	PERSONNEL	11,312,203	12,358,657	14,517,860
	170	FINANCIAL AND CENTRAL ADMINISTRATIVE SERVICES	41,210,998	40,336,587	47,862,299
	180	EDITORIAL AND DOCUMENT SERVICES	30,404,532	28,891,286	34,367,741
	190	LEGAL SERVICES	2,179,268	2,179,268	2,486,500
	200	PROGRAMMING AND MANAGEMENT	4,353,143	4,516,759	5,153,916
		TOTAL	91,983,831	90,478,957	106,875,298
E		RELATIONS:			
	220	RELATIONS AND MEETINGS	25,500,558	24,821,977	28,031,418
	225	EMPLOYERS' ACTIVITIES	3,870,508	4,257,540	4,821,075
	230	WORKERS' ACTIVITIES	10,971,783	12,076,651	13,677,684
	235	PUBLIC INFORMATION	3,914,833	4,274,833	4,946,250
	240	LIAISON OFFICE WITH UNITED NATIONS, NEW YORK	1,821,304	1,612,064	1,785,104
		TOTAL	46,078,986	47,043,065	53,261,531
F		REGIONAL SERVICES:			
	250	FIELD PROGRAMMES IN AFRICA	31,280,379	32,655,548	36,810,215
	260	FIELD PROGRAMMES IN THE AMERICAS	27,364,706	28,327,652	32,816,918
	265	FIELD PROGRAMMES IN ARAB STATES	5,824,110	6,150,614	6,936,570
	270	FIELD PROGRAMMES IN ASIA AND THE PACIFIC	27,711,161	28,910,963	32,943,176
	280	FIELD PROGRAMMES IN EUROPE	7,792,492	9,438,344	10,420,742
		TOTAL	99,972,848	105,483,121	119,927,621
G		OTHER BUDGETARY PROVISIONS:			
	290	OTHER BUDGETARY PROVISIONS	17,949,766	18,426,656	20,498,647
		SUB TOTAL	408,209,995	408,209,995	469,454,532
		ADJUSTMENT FOR STAFF TURNOVER	(3,394,995)	(3,394,995)	(3,819,532)
		TOTAL OF PART I	404,815,000	404,815,000	465,635,000
		PART II. UNFORESEEN EXPENDITURE			
	295	UNFORESEEN EXPENDITURE	875,000	875,000	875,000
		PART III. WORKING CAPITAL FUND			
	296	WORKING CAPITAL FUND	-	-	-
		TOTAL (PARTS I-III)	405,690,000	405,690,000	466,510,000

APPENDIX V

Scales of assessment

INCOME BUDGET FOR 1994-95

STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1994

(In Swiss francs)

State (French alphabetical order)	Percentage 1994	Assessed contribution for 1994	Credit in respect of the Incentive Scheme for 1992	Credit in respect of cash surplus for 1990-91	Credit in respect of 50% of net premium for 1990-91	Net Contribution for 1994
1 Afghanistan	0.01	33 822	-	-		33 822
2 Albania	0.01	33 822	-	-		33 822
3 Algeria	0.16	541 152	2 071	-		539 081
4 Germany	8.90	30 101 557	83 877	-		30 017 680
5 Angola	0.01	33 822	-	-		33 822
6 Antigua and Barbuda	0.01	33 822	-	-		33 822
7 Saudi Arabia	0.95	3 213 088	18 240	-	-	3 194 848
8 Argentina	0.57	1 927 853	-	45 794	34 788	1 847 271
9 Armenia	0.13	439 686	-	-		439 686
10 Australia	1.50	5 073 296	26 335	-		5 046 961
11 Austria	0.75	2 536 648	11 639	-		2 525 009
12 Azerbaijan	0.22	744 083	-	-	-	744 083
13 Bahamas	0.02	67 644	-	1 409	1 071	65 164
14 Bahrain	0.03	101 466	-	1 409	1 071	98 986
15 Bangladesh	0.01	33 822	-	-	-	33 822
16 Barbados	0.01	33 822	143	-	-	33 679
17 Belarus	0.48	1 623 455	-	-	-	1 623 455
18 Belgium	1.05	3 551 307	20 485	-	-	3 530 822
19 Belize	0.01	33 822	17	705	535	32 565
20 Benin	0.01	33 822	-	-	-	33 822
21 Bolivia	0.01	33 822	-	-	-	33 822
22 Bosnia and Herzegovina	0.04	135 288	-	-	-	135 288
23 Botswana	0.01	33 822	-	-	-	33 822
24 Brazil	1.58	5 343 872	-	-	-	5 343 872
25 Bulgaria	0.13	439 686	234	-	-	439 452
26 Burkina Faso	0.01	33 822	-	-	-	33 822

INCOME BUDGET FOR 1994-95
STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1994
(In Swiss francs)

	State (French alphabetical order)	Percentage 1994	Assessed contribution for 1994	Credit in respect of the Incentive Scheme for 1992	Credit in respect of cash surplus for 1990-91	Credit in respect of 50% of net premium for 1990-91	Net Contribution for 1994
27	Burundi	0.01	33 822	-	705	535	32 582
28	Cambodia	0.01	33 822	-	-	-	33 822
29	Cameroon	0.01	33 822	-	705	535	32 582
30	Canada	3.10	10 484 811	55 816	-	-	10 428 995
31	Cape Verde	0.01	33 822	-	-	-	33 822
32	Central African Republic	0.01	33 822	-	-	-	33 822
33	Chile	0.08	270 576	-	5 636	4 282	260 658
34	China	0.77	2 604 292	6 707	-	-	2 597 585
35	Cyprus	0.02	67 644	359	-	-	67 285
36	Colombia	0.13	439 686	-	9 863	7 493	422 330
37	Comoros	0.01	33 822	-	-	-	33 822
38	Congo	0.01	33 822	179	-	-	33 643
39	Korea, Republic of	0.69	2 333 716	-	-	-	2 333 716
40	Costa Rica	0.01	33 822	-	-	-	33 822
41	Côte d'Ivoire	0.02	67 644	-	-	-	67 644
42	Croatia	0.13	439 686	-	-	-	439 686
43	Cuba	0.09	304 398	-	-	-	304 398
44	Denmark	0.65	2 198 428	11 862	-	-	2 186 566
45	Djibouti	0.01	33 822	-	-	-	33 822
46	Dominican Republic	0.02	67 644	-	-	-	67 644
47	Dominica	0.01	33 822	179	-	-	33 643
48	Egypt	0.07	236 754	1 272	-	-	235 482
49	El Salvador	0.01	33 822	-	-	-	33 822
50	United Arab Emirates	0.21	710 261	-	13 386	10 169	686 706
51	Ecuador	0.03	101 466	-	-	-	101 466
52	Spain	1.97	6 662 928	32 313	-	-	6 630 615

INCOME BUDGET FOR 1994-95

STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1994

(In Swiss francs)

	State (French alphabetical order)	Percentage 1994	Assessed contribution for 1994	Credit in respect of the Incentive Scheme for 1992	Credit in respect of cash surplus for 1990-91	Credit in respect of 50% of net premium for 1990-91	Net Contribution for 1994
53	Estonia	0.07	236 754	-	-	-	236 754
54	United States	25.00	84 554 937	-	1 761 310	1 338 001	81 455 626
55	Ethiopia	0.01	33 822	25	-	-	33 797
56	Fiji	0.01	33 822	167	-	-	33 655
57	Finland	0.57	1 927 853	9 077	-	-	1 918 776
58	France	5.98	20 225 540	107 210	-	-	20 118 330
59	Gabon	0.02	67 644	-	2 113	1 606	63 925
60	Ghana	0.01	33 822	-	-	-	33 822
61	Greece	0.35	1 183 769	5 882	-	-	1 177 887
62	Grenada	0.01	33 822	-	-	-	33 822
63	Guatemala	0.02	67 644	-	-	-	67 644
64	Guinea	0.01	33 822	-	-	-	33 822
65	Guinea-Bissau	0.01	33 822	-	-	-	33 822
66	Equatorial Guinea	0.01	33 822	-	-	-	33 822
67	Guyana	0.01	33 822	-	-	-	33 822
68	Haiti	0.01	33 822	-	-	-	33 822
69	Honduras	0.01	33 822	-	-	-	33 822
70	Hungary	0.18	608 796	1 786	-	-	607 010
71	Solomon Islands	0.01	33 822	-	-	-	33 822
72	India	0.36	1 217 591	5 243	-	-	1 212 348
73	Indonesia	0.16	541 152	2 711	-	-	538 441
74	Iran, Islamic Republic of	0.77	2 604 292	-	-	-	2 604 292
75	Iraq	0.13	439 686	-	-	-	439 686
76	Ireland	0.18	608 796	3 228	-	-	605 568
77	Iceland	0.03	101 466	462	-	-	101 004
78	Israel	0.23	777 905	-	14 795	11 239	751 871

INCOME BUDGET FOR 1994-95

STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1994

(In Swiss francs)

	State (French alphabetical order)	Percentage 1994	Assessed contribution for 1994	Credit in respect of the Incentive Scheme for 1992	Credit in respect of cash surplus for 1990-91	Credit in respect of 50% of net premium for 1990-91	Net Contribution for 1994
79	Italy	4.27	14 441 982	48 405	-	-	14 393 577
80	Jamaica	0.01	33 822	-	-	-	33 822
81	Japan	12.41	41 973 070	174 869	-	-	41 798 201
82	Jordan	0.01	33 822	152	-	-	33 670
83	Kazakhstan	0.35	1 183 769	-	-	-	1 183 769
84	Kenya	0.01	33 822	-	-	-	33 822
85	Kyrgyzstan	0.06	202 932	-	-	-	202 932
86	Kuwait	0.25	845 549	4 737	-	-	840 812
87	Lao, People's Dem. Republic	0.01	33 822	-	-	-	33 822
88	Lesotho	0.01	33 822	161	-	-	33 661
89	Latvia	0.13	439 686	-	-	-	439 686
90	Lebanon	0.01	33 822	-	-	-	33 822
91	Liberia	0.01	33 822	-	-	-	33 822
92	Libyan Arab Jamahiriya	0.24	811 727	-	-	-	811 727
93	Lithuania	0.15	507 330	-	-	-	507 330
94	Luxembourg	0.06	202 932	1 064	-	-	201 868
95	Madagascar	0.01	33 822	-	-	-	33 822
96	Malaysia	0.12	405 864	1 291	-	-	404 573
97	Malawi	0.01	33 822	42	-	-	33 780
98	Mali	0.01	33 822	179	-	-	33 643
99	Malta	0.01	33 822	179	-	-	33 643
100	Morocco	0.03	101 466	-	-	-	101 466
101	Mauritius	0.01	33 822	179	-	-	33 643
102	Mauritania	0.01	33 822	-	-	-	33 822
103	Mexico	0.88	2 976 334	738	-	-	2 975 596
104	Moldova, Republic of	0.15	507 330	-	-	-	507 330

INCOME BUDGET FOR 1994-95

STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1994

(In Swiss francs)

	State (French alphabetical order)	Percentage 1994	Assessed contribution for 1994	Credit in respect of the Incentive Scheme for 1992	Credit in respect of cash surplus for 1990-91	Credit in respect of 50% of net premium for 1990-91	Net Contribution for 1994
105	Mongolia	0.01	33 822	-	705	535	32 582
106	Mozambique	0.01	33 822	159	-	-	33 663
107	Myanmar	0.01	33 822	179	-	-	33 643
108	Namibia	0.01	33 822	176	-	-	33 646
109	Nepal	0.01	33 822	6	-		33 816
110	Nicaragua	0.01	33 822	138	705	535	32 444
111	Niger	0.01	33 822	-	-		33 822
112	Nigeria	0.20	676 440	-	-		676 440
113	Norway	0.55	1 860 209	9 791	-	-	1 850 418
114	New Zealand	0.24	811 727	125	-		811 602
115	Uganda	0.01	33 822	160	705	535	32 422
116	Uzbekistan	0.26	879 371	-	-		879 371
117	Pakistan	0.06	202 932	52	4 227	3 211	195 442
118	Panama	0.02	67 644	33	1 409	1 071	65 131
119	Papua New Guinea	0.01	33 822	-	705	535	32 582
120	Paraguay	0.02	67 644	473	-		67 171
121	Netherlands	1.49	5 039 474	28 725	-	-	5 010 749
122	Peru	0.06	202 932	-	4 227	3 211	195 494
123	Philippines	0.07	236 754	-	6 340	4 817	225 597
124	Poland	0.47	1 589 633	8 321	-	-	1 581 312
125	Portugal	0.20	676 440	2 444	-	-	673 996
126	Qatar	0.05	169 110	715	-	-	168 395
127	Romania	0.17	574 974	-	-	-	574 974
128	United Kingdom	5.00	16 910 987	77 553	-	-	16 833 434
129	Russian Federation	6.69	22 626 900	-	-	-	22 626 900
130	Rwanda	0.01	33 822	-	-	-	33 822

INCOME BUDGET FOR 1994-95

STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1994

(In Swiss francs)

	State (French alphabetical order)	Percentage 1994	Assessed contribution for 1994	Credit in respect of the Incentive Scheme for 1992	Credit in respect of cash surplus for 1990-91	Credit in respect of 50% of net premium for 1990-91	Net Contribution for 1994
131	St. Lucia	0.01	33 822	167	-	-	33 655
132	San Marino	0.01	33 822	170	-	-	33 652
133	Sao Tome and Principe	0.01	33 822	-	-	-	33 822
134	Senegal	0.01	33 822	-	-	-	33 822
135	Seychelles	0.01	33 822	-	705	535	32 582
136	Sierra Leone	0.01	33 822	-	-	-	33 822
137	Singapore	0.12	405 864	1 670	-	-	404 194
138	Slovakia	0.18	608 796	703	-	-	608 093
139	Slovenia	0.09	304 398	-	-	-	304 398
140	Somalia	0.01	33 822	-	-	-	33 822
141	Sudan	0.01	33 822	4	705	535	32 578
142	Sri Lanka	0.01	33 822	149	-	-	33 673
143	Sweden	1.10	3 720 417	21 819	-	-	3 698 598
144	Switzerland	1.15	3 889 527	19 030	-	-	3 870 497
145	Suriname	0.01	33 822	-	705	535	32 582
146	Swaziland	0.01	33 822	-	-	-	33 822
147	Syrian Arab Republic	0.04	135 288	-	2 818	2 141	130 329
148	Tanzania, United Republic of	0.01	33 822	179	-	-	33 643
149	Chad	0.01	33 822	1	-	-	33 821
150	Czech Republic	0.37	1 251 413	1 406	-	-	1 250 007
151	Thailand	0.11	372 042	1 822	-	-	370 220
152	Togo	0.01	33 822	-	705	535	32 582
153	Trinidad and Tobago	0.05	169 110	-	-	-	169 110
154	Tunisia	0.03	101 466	-	2 113	1 606	97 747
155	Turkey	0.27	913 193	3 076	-	-	910 117
156	Ukraine	1.86	6 290 887	-	-	-	6 290 887

INCOME BUDGET FOR 1994-95

STATEMENT OF CONTRIBUTIONS DUE FROM MEMBER STATES FOR 1994

(In Swiss francs)

	State (French alphabetical order)	Percentage 1994	Assessed contribution for 1994	Credit in respect of the Incentive Scheme for 1992	Credit in respect of cash surplus for 1990-91	Credit in respect of 50% of net premium for 1990-91	Net Contribution for 1994
157	Uruguay	0.04	135 288	-	2 818	2 141	130 329
158	Venezuela	0.49	1 657 277	-	-	-	1 657 277
159	Viet Nam	0.01	33 822	1	-	-	33 821
160	Yemen	0.01	33 822	-	-	-	33 822
161	Yugoslavia	0.16	541 152	-	-	-	541 152
162	Zaire	0.01	33 822	-	-	-	33 822
163	Zambia	0.01	33 822	19	705	535	32 563
164	Zimbabwe	0.01	33 822	-	1 409	1 071	31 342
		100.00	338 219 750	818 781	1 889 536	1 435 409	334 076 024

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No. 17 - Tuesday, 15 June 1993

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

18

Report of the Committee on Action against Apartheid

1. The Committee was established in accordance with paragraph 4 of the updated Declaration on Action against Apartheid in South Africa which was adopted by the Conference at its 75th Session (1988). It was established, inter alia, for the purpose of monitoring action against apartheid.

2. The Committee was composed of 48 members with the right to vote (18 Government members, ten Employers' members and 20 Workers' members). It also included one deputy Government member, seven Employers' deputy members and 13 Workers' deputy members. In accordance with the usual procedure, equal voting for the three groups was assured by the appropriate system of weighted voting. A number of organizations with consultative status, as well as the African National Congress of South Africa (ANC) and the Pan-Africanist Congress of Azania (PAC), were represented by observers.

3. At its opening sitting, the Committee elected its officers as follows:

Chairman: Mr. A. Ejalu (Minister of Labour and Social Affairs, Uganda).

Vice-Chairmen: Mr. B. G. Hernandez (Employers' member, Philippines) and Mrs. S. Carr (Workers' member, Canada).

Reporter: Mr. R. Veltheim (Government member, Finland).

4. The Committee held six sittings. Its agenda was to examine the Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa, which dealt, inter alia, with developments regarding the situation in South Africa in respect of labour and social matters, and contained an analysis of the information provided by governments and employers' and workers' organizations on measures taken against apartheid as foreseen in paragraph 5(b) of the Declaration as well as on international action against apartheid, and that which had been provided in response to the questionnaire revised by the Group of Independent Experts to follow up on and monitor the implementation of sanctions and other action against apartheid which had been approved by the Governing Body of the ILO and distributed by the Office. A further document complemented the Special Report by providing a brief summary of the principal events concerning labour matters which have occurred in South Africa since the preparation of the 1993 Special Report. The Committee also had before it the following documents relating to the Committee on Discrimination of the 256th (May-June 1993) Session of the Governing Body:

(1) information supplied by governments and by employers' and workers' organizations on action taken against apartheid (GB.256/CD/2/2);

(2) report of the tenth meeting of the Group of Independent Experts to follow up on and monitor the implementation of sanctions and other action against apartheid (GB.256/CD/3/1);

(3) those portions of the report of the Committee on Discrimination which relate to the above matters (GB.256/12/23).

5. The representative of the Secretary-General (Mr. F. Abdel-Rahman, Assistant Director-General) drew attention to the Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid, and reports of the Governing Body's Committee on Discrimination. He commented that despite the changes that have taken place apartheid and its consequences in the field of labour are still very much a feature of South African society. Apartheid institutions like Bantustans and the tri-cameral parliament which excludes blacks are still in place and the socio-economic legacy of apartheid still separates the races. Violence which has taken thousands of lives had continued to threaten the fabric of society. Yet, despite these circumstances and the assassination of ANC leader Chris Hani by right-wing extremists as well as the recent raids on the offices of the PAC and NACTU which had resulted in the arrests and detentions of many people, multiparty talks on the constitutional future of the country continue. While it was not certain when these talks would achieve tangible results the expectations were that at the end of the month the multi-party conference would agree on the formation of a transitional executive council which would begin a process that could lead up to free and democratic elections in 1994. Such a development would go a long way to fulfilling the conditions laid down by the UN General Assembly and the Organization of African Unity as the basis for a substantive change of approach on the part of the international community as regards the activities to be undertaken in, and in relation to, South Africa. The Committee might wish to prepare for this eventuality by considering the kinds of action that may then be open to the ILO in relation to what is provided for in the Declaration on Action against Apartheid and the conclusions of the Harare tripartite conference of May 1992 which the Committee had adopted in June last year. The Committee's conclusions would, of course, be reached on the basis of suggestions made by the representatives of South African organizations attending this Conference (including the liberation movement and the

unions) as well as government, employer and worker delegates in suggesting the most suitable ways in which the activities already undertaken can be used in the future as the basis for adopting and expanding the ILO contribution to the creation of a democratic, just and stable South Africa.

6. The Workers' Vice-Chairperson said that the meeting of the Committee could prove to be an extraordinary meeting. She welcomed the resumption of the political negotiations in South Africa which are expected to produce an agreement for the setting up of a Transitional Executive Council (TEC) by the end of the month. She, however, warned against too much optimism as there could be pitfalls which, as last year, had dashed the hope of success when the talks at the Convention for a Democratic South Africa (CODESA) broke down. Twenty-six organizations are taking part in the negotiations including the PAC and the Conservative Party, and because there are so many, reaching a speedy agreement might be difficult. It is feared that the Concerned South Africans Group (COSAG) might undermine the process by using delaying tactics or even pulling out of the negotiations. The ANC and its allies have demanded that the date for elections be fixed so that negotiations do not become a never-ending process. The turmoil which followed Chris Hani's assassination has made the South African Government realize it can no longer maintain law and order without the cooperation of the ANC. The proposal to hold elections on 27 April 1994 is a positive development. The Workers are deeply concerned by the violence that has engulfed the country and which threatens the stability of the country. Forces opposed to change have demonstrated their capacity to disrupt the negotiation process. The Boipatong massacre in June 1992 and that at Bisho, Ciskei, in September 1992 as well as the assassination of Chris Hani all point to the attempts of far-right organizations in collaboration with the security forces to fan the flames of a race war in South Africa. At the flat of Janus Waluz, Hani's alleged killer, a hit list of people to be killed was found which included the names of Nelson Mandela and Joe Slovo, Chairman of the South African Communist Party (SACP). A top level ICFTU fact-finding mission which visited South Africa in February 1993 concluded that the South African Government directly or indirectly was involved in the violence. The Workers regretted that the Special Report of the Director-General had not adequately assessed the impact of violence in South Africa. The number of workers who have been killed and wounded had risen to an alarming level. The leaders of COSATU and NACTU lived precariously and their lives were constantly threatened by elements within the security forces. The Workers' group welcomed the deployment of UN, OAU, EC and Commonwealth observers monitoring the violence and cooperating with the Goldstone Commission. Political developments had not brought much change in the social and labour field; employers continued to collude with the security forces to repress strikes; police had used dogs and fired teargas on striking workers; union members have been arrested; striking workers have been dismissed from their jobs. The Workers' Vice-Chairperson underlined the observation of the Group of Independent Experts (GIE) that certain apartheid laws still remained on the statute books like the Electoral Act of 1979, the Bantu Homelands Citizenship Act and other laws in the field of education and social services. The situation in regard to extending labour legislation to all workers in South Africa remained unsatisfactory and the proposals made so far, in particular concerning farm workers and the public workers contained substantial restrictions on trade union rights. The Workers' group urged the ILO to continue to support the democratic trade unions in their struggle to extend basic trade union rights to all workers in South Africa, and particularly to those in the Bantustans. The Workers' group shared the concern expressed by the GIE that there had been a decline in economic assistance provided to the liberation movements and independent trade unions struggling to eradicate apartheid. They urged Governments not to stop the assistance now. The optimism that a free, non-racial democratic state is to be achieved soon in South Africa was mixed with fear for the future because of the potential danger posed by the right wing and the security forces to derail the present negotiations, and drag the country into a race war. The international community should not relax its vigilance and should maintain appropriate pressure against South Africa until the negotiating process toward the drawing and adopting of a new constitution and the holding of elections for a democratic and non-racial South Africa was irreversible. The Workers regretted that activities against apartheid, as noted in the GIE's report on the declining number of government replies in 1993, were diminishing at a critical period and before a satisfactory settlement had been reached. They deplored that the European Community, with the exception of one country, continued to report jointly. They believed that it was still premature to repeal the ILO Declaration concerning Action against Apartheid in South Africa. They only envisaged the possibility of recommending a suspension of the Declaration on condition that the multi-party negotiations agreed on a date for elections for a constituent assembly; the establishment of a transitional executive council; an independent electoral commission to oversee the election process and an independent media commission to ensure equal access to the media. The Declaration should be reimposed if something went wrong or if the present negotiations were derailed.

7. The Employers' Vice-Chairman expressed the hope that because of changes taking place in South Africa the Committee would soon be irrelevant. He welcomed the Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa which took due note of the significant progress during the previous year of the transition from apartheid to democracy in South Africa. While the Employers expressed concern about violence and other problems that could interrupt the political negotiations they were, nevertheless, encouraged by the progress being made towards the creation of a non-racist society. The perpetrators of violence were a small minority that would soon be overwhelmed by the feeling amongst the major players who have laid the basis of an agreement; and any delays or deviations in the negotiations would not fundamentally alter the democratic course that the major players had set. The Employers shared the optimism expressed in the Special Report and believed that there was a contin-

uing expansion of the democratic horizon in South Africa. All freedom-loving peoples all over the world expected that inevitably a politically stable democratic government that recognizes equality and justice and human rights regardless of race, colour, religion, creed and belief would be established in South Africa. Practically all the apartheid laws had been repealed. Laws on labour and social policy were being rewritten on the basis of the 1992 ILO Report of the Fact-Finding and Conciliation Commission on Freedom of Association concerning the Republic of South Africa. A new National Manpower Commission with tripartite composition had been established; the National Economic Forum was functioning; all these were proof of the positive developments that have taken place in South Africa. The ILO should focus on the positive and constructive activities of the South African employers that the Director-General described as satisfactory in his Report. The membership of three of the largest employers' organizations in South Africa were both black and white. Their representatives were attending the Committee and hopefully would brief the Committee on their progress. The Employers welcomed the proposed date of 27 April 1994 to hold elections in South Africa. In view of the encouraging developments in South Africa the ILO should provide technical assistance and advice to the social partners on the following matters: employment creation, labour administration, co-ordination and stratification of labour market institutions, labour relations and collective bargaining, productivity, manpower training and human resource development. The Employers urged that the Declaration concerning Action against Apartheid in South Africa and the Programme of Action annexed thereto had to be revised and might have to be declared suspended. This should be included on the agenda of the 1994 International Labour Conference.

8. The Workers' Vice-Chairperson in response to the statement by the Employers' Vice-Chairman said that it would be premature to declare the Declaration against apartheid obsolete. Apartheid laws were still on the statute books. She did not think that it was advisable for the representatives of South African employers' organizations to speak in the Committee until there had been consultations on the matter.

9. The observer of the Pan-Africanist Congress of Azania (PAC) noted that last year's conference had unanimously adopted conclusions in the hope that sufficient progress would be made in South Africa that would have nullified any further consideration of the Declaration on Action against Apartheid. The victims of apartheid had also entertained these hopes and some had even recommended that the Declaration as amended be reviewed. Because of the reality and our experience in South Africa the PAC had argued otherwise. PAC cautioned that until the conditions enunciated by the Harare Declaration and the UN Consensus Resolution had been met the international community should maintain appropriate pressure on South Africa. Chapter III of the Special Report confirms the PAC's cautious recommendation to maintain the *status quo ante*. Since the unbanning of the liberation movements and other organizations, the South African Government has not reciprocated the goodwill of the international community. In the meantime, the majority of South Africans have experienced a myriad of cases of suffering, pain, death, assassinations, murders and massacres — Boipatong, Bisho, Katlehong and countless others. The assassination of Chris Hani and the shooting of the PAC observer's brother formed part of the daily experiences of many blacks. Recently, using gestapo tactics, the South African Government raided PAC offices, smashed glass doors and took away party documents. Seventy-two PAC members were arrested and detained. These actions have been denounced by all the parties at the multi-party negotiations. The PAC supported the position of the Workers and agreed with the views expressed by the representative of the Secretary-General about their cautious analysis of the developments in South Africa. In the labour field, the Government ignored the needs of the workers. When underpaid teachers asked for a wage increase, the Government said that it had no money but when white farmers marched and threatened to go on strike unless their subsidies were increased the Government found the money. The Government has bought new planes for the airforce from Switzerland. The country's serious economic situation was worsened by the rampant government corruption. The PAC urged that the Declaration concerning Action against Apartheid should not be suspended now. It was necessary to support the multi-party negotiations now underway because any decisions that come out of them would be broad-based and would be supported by the majority of the South African people.

10. The General Secretary of the National Council of Trade Unions (NACTU) outlined the political developments in South Africa which he said were signalling the end of apartheid. An election date had been set, although it had still to be discussed further at meetings on 15 and 25 June, and this signalled that South Africans would at last be able to transform the country into a democracy. However, the date, and any other agreement reached in the multi-party talks, would be meaningless if the various armed formations were not brought under international supervision and joint control established over the South African Defence Force, the police brought under the control of the communities in which they operate, and the marginalized youth trained and reintegrated into society. Referring to the threat posed by the extreme right wing, he said that the security forces were unlikely to side with right-wing groups in a race war. However, the political leadership and the international community had to do everything in their power to prevent such a growth in racism. On the labour front, he referred to reforms affecting farm and domestic workers. The Bill, which would extend the provisions of labour legislation to cover farmworkers, was very flawed in that it created a different adjudication system and a separate jurisprudence for farmworkers. In addition, the Bill empowered the Minister to promulgate labour codes for farmworkers in different areas, and the special labour courts proposed in the Bill would not have the power to reinstate dismissed workers, thus increasing the risk of victimization of union activists. The Bill also provided for agreements preventing strikes and lockouts which NACTU believed would interfere with collective bargaining. Turning to the proposed application of the Wage Act of 1957, he criticized the Bill for

leaving the Minister too much discretion in determining guidelines to be used by the Wage Board in setting minimum wages for farmworkers. There were about 1.5 million farmworkers whose appalling conditions of work and life meant that they could not freely participate in the political transformation taking place without basic worker rights. The 800,000 domestic workers were also cut off from the trade union movement and the liberation movements. Regarding ILO technical assistance, he referred to a meeting between the South African trade union leadership and the Director-General of the ILO on 26 February 1993 in which they called for assistance to be rendered inside the country to the democratic trade union movement and to the non-racial employers' organization when it was established. They had also discussed the need to review and amend the ILO Declaration on Action against Apartheid so that it would be in concert with developments inside the country. They had requested technical assistance in reforming the labour legislation, the labour market institutions, and workers' education. In conclusion, he thanked the ILO for its support and urged it to remain seized of developments in South Africa.

11. The Assistant General Secretary of the Congress of South African Trade Unions (COSATU) conveyed the greetings of his organization and of the African National Congress (ANC) to the Committee. He recalled that when the Committee was established, its main task was to isolate South Africa as a way of ensuring an end to apartheid. The Committee had adopted policies appropriate to that goal. Those policies had been updated and amended as the situation in South Africa changed under pressure from the liberation movements, trade unions, and the international community. The ILO and the UN General Assembly resolutions had urged the South African Government to negotiate with the legitimate representatives of the majority of South Africans, to release all political prisoners, and to unban the liberation movements. These targets had since been met, and the policies of the UN system and other organizations had to take account of the new realities in South Africa. He pointed out that the negotiation process had resumed and the key issues were the principles that should underpin the new constitution, the process by which the new constitution would be drafted and adopted, the fundamental rights to be respected during the transition, the violence, and transitional structures. COSATU's position remained that a constitution should be drafted by an elected body that enjoys the support of the majority of South Africans and has legitimacy; hence its demand for a constituent assembly. COSATU believed that it was necessary to agree on certain basic rights that would ensure the necessary climate for free political activity and the holding of a fair election. Repressive legislation still on the statute books would also have to be abolished. COSATU supported the creation of a Transitional Executive Council (TEC), comprised of all the parties at the present negotiations, and aimed at ensuring multi-party control of key areas such as finance, foreign affairs, the security forces and regional government. COSATU wanted to ensure a level playing field, but without in any way being co-opted into the present governmental dispensation. The multi-party talks had so far reached tentative agreement on an election date; that the constitution should be written by a democratically elected constituent assembly; that there should be a commission on regions to agree on boundaries for purposes of elections; that there should be a constitutional principle regarding regions; and on certain fundamental human rights in the transition period. In addition, progress had been made on developing a common strategy towards combating violence from whatever quarter. While COSATU did not want to exaggerate the progress, they cautioned against a position that ignored these realities. Since the last meeting of the Committee considerable progress had been achieved. At that stage the Government had not been willing to establish a National Economic Forum, to restructure the National Manpower Commission, to extend labour laws to cover public-sector, farm and domestic workers. Substantial progress had been made in meeting those demands. The National Economic Forum had been formed and was getting down to the task of creating employment and alleviating the socio-economic deprivations that underpinned the violence sweeping the country. Employers' organizations had participated fully in this process, in the restructuring of the National Manpower Commission, and in the National Peace Accord, where they played a central role. The involvement of COSATU and the trade union movement in general in broader socio-economic issues represented a new field of activity for them. They were negotiating on the provision of electricity, the restructuring of industry, the reform of the training system, the regulation of the labour market; the protection of workers in the public, agricultural and domestic service sectors; VAT, and budgetary and other aspects of fiscal policy. These initiatives placed enormous demands on their human and financial resources, and highlighted the need for them to acquire skills and to learn from the experience of other countries. Organizations like the ILO could do much to assist them in developing policy proposals and mounting projects to address priorities such as employment creation, a national public works scheme, vocational training and the reform of labour market institutions. The tripartite forums that had been created, such as the Economic Forum and the Manpower Commission, provided appropriate counterparts for cooperation on policy and projects. In this regard COSATU would support the provision of assistance to all the parties participating in those tripartite forums once a date had been set for the elections and the Transitional Executive Council had been established. Over the past months political leaders such as Chris Hani had been assassinated and COSATU wanted to ensure that this form of terrorism did not succeed in delaying the negotiations process. They were of the view that while all parties at the negotiations forum should aid the process of creating peace, the Government had to do more to ensure that the violence was brought to an end. The regime had been slow to act when the violence affected black people, and yet was quick to act when the lives of white people were lost. It had recently raided and arrested members of the PAC and allied organizations, including the General Secretary of NACTU, Comrade Cunningham Ngcukana. Such double standards did not inspire confidence in the security forces.

12. The Government member from Denmark pointed out that since the last meeting of the Committee there had been important developments in South Africa. Negotiations were proceeding towards the adoption of a TEC and eventually a democratically elected assembly to draft the constitution. The negotiating council had proposed 27 April 1994 as a date for the elections. The Danish Government had and would continue to encourage these positive developments. There had also been serious setbacks, however. Violence threatened the negotiating process, and his Government had explained to the parties concerned that violence was not an alternative to the negotiations. This had been repeated in recent visits to South Africa by the Danish Minister of Foreign Affairs acting as President of the European Commission, who had also emphasized the importance of economic, trade and development relations between the EC and South Africa once a TEC was in place. The ILO could and should be an active player in the process of change inside South Africa, inter alia, providing technical cooperation to the social partners and assisting the process of labour law reform already under way. It was the opinion of his Government that the Declaration on Action against Apartheid in South Africa was obsolete and no longer served its purpose.

13. The Workers' member from Tunisia noted that Mr. Nelson Mandela had visited Tunisia and received warm support. Workers, he said, wanted to create a civilized society free from violence and extremism. He called for trade union solidarity in the Mahgreb region and across Africa.

14. The Employers' member from Kenya congratulated the ILO on sending a Fact-Finding and Conciliation Commission (FFCC) to South Africa, and noted that its conclusions had been accepted by the tripartite bodies in South Africa. This was testimony to the thoroughness of the work of the FFCC. The restructuring of the National Manpower Commission to make it more representative, the launch of the tripartite National Economic Forum, the establishment of a number of other fora, the publication of draft legislation to improve working conditions, dispute settlement procedures and wages, were all clear indications of change taking place. He drew the Committee's attention to a meeting held in Harare in February 1992, sponsored by the IOE, PEC and EMCOZ, and attended by SACCOLA, FABCOS and NAFCOC. The meeting facilitated the formation of a working party to establish a non-racial employers' body in South Africa. South African employers had since visited other countries to study the workings of their non-racial employers' organizations and an IOE advisory team visited South Africa in September/October 1992 to assist the working party to draft guidelines on a new constitution. As a result of these efforts, a non-racial delegation was present during the Committee's sitting on Friday. Given that an election date had now been set, he urged the ILO to give assistance to the working party, to encourage the formation of tripartite structures in South Africa, to assist in the process of labour law reform, and to grant fellowships to the representatives of employers' organizations, particularly those in the black community, to help build professional leadership.

15. The Government member of the United Republic of Tanzania expressed optimism at the changes taking place in South Africa but cautioned against over-optimism. The situation in South Africa was still too uncertain for the international community to relax the pressures aimed at encouraging the process of negotiations for a unitary, non-racial, democratic South Africa. Massacres and violence had become a general trend in South Africa in the transition to democracy. The ILO should convey to the South African Government the fact that the patience of the people was limited and time was running out. In these circumstances his delegation opposed the relaxation of pressure on the South African Government, particularly the arms and oil embargoes and sanctions on investments. He paid tribute to COSATU and NACTU for their progressive role and responsible leadership in the South African struggle against apartheid. Workers' rights and aspirations would only be realized under a democratic government.

16. The Government member of Cuba pointed out that her Government considered apartheid not only as an incarnation of racism but also a dehumanizing perversion of the human spirit embodied in a political and legal system based on the exploitation of a black majority by a brutal minority. Despite the encouraging recent developments and the rapprochement between the Government and the democratic opposition, it was impossible to ignore the prevailing violence which was not the result of inter-ethnic struggles as it had been presented. Evidence reported by the press, in judicial hearings, and in the conclusions of fact-finding commissions, pointed to the involvement of the South African security forces in the violence, with the participation of various criminal groups. Government agents had collaborated in training, financing and arming terrorist groups. These elements were still destabilizing democratically established governments, such as the Angolan Government, at times when peace agreements had been reached. The activities of death squads and extreme right-wing groups had to be included in this context. These developments led her to presume that warlike elements in the governments had been imposing their views over those elements that favoured negotiations, raising doubts about the degree of control exercised by the de Klerk Government over the criminal actions favoured by the regime's security forces. It was an obligation of this Government to take measures that would guarantee the elimination of all the apartheid laws still in force. The lifting of sanctions by some countries had not helped the situation. She said that it was necessary to make changes in South Africa that would end the economic discrimination still prevailing, which undermined the political transformations taking place. In the face of such a complex situation, her Government reiterated its irrevocable position in favour of the complete eradication of apartheid, its condemnation of the bantustanization and fragmentation policies, and its refusal of the dirty war which government elements were still waging against neighbouring countries and their own people. She observed that to resolve this crisis it would be necessary to establish a government of national unity as soon as possible, and to elect a constituent as-

sembly to draft a democratic non-racial constitution. Her Government urged the international community to exert pressure towards the adoption of the above-mentioned measures emphasizing those related to the activities of the South African security forces. Finally, she said that her Government wished to reaffirm the validity of the Declaration concerning Action against Apartheid as well as the importance of the work of the Committee.

17. The Workers' member of the Syrian Arab Republic pointed out that the Special Report was based on principles of justice and humanity which could contribute to the installation in South Africa of a society without racial prejudice. Apartheid was far from being abolished and violence was continuing. The effects of violence had been negative on the negotiations and in this way they were delaying the progress towards the building of a non-racial society. The speaker recalled the Boipatong massacre of 17 June 1992, which led the ANC to suspend negotiations, and the events of 7 September 1992 when the Ciskei security forces shot demonstrators and killed 29 people. The South African Government proved its hesitation and showed that it was not really willing to put an end to apartheid; in fact, according to the speaker, it sought to divide and rule and used delaying tactics to hinder negotiations. For more than 40 years and the laws brutally oppressed the black majority of the country, for the benefit of whites, and the majority was sustained in the struggle by Nelson Mandela. Investigations had shown that the South African Government was implicated in the acts of violence committed by the security forces who targeted anti-apartheid militants. He referred to several acts of violence against trade union leaders, in particular, and the assassination of Chris Hani. The speaker asked how long the blood was going to stain the negotiating process and he demanded that proceedings must be started against the authors of the violence. International actions must be intensified, like those recommended by the Group of Independent Experts, and more active support should be given, in particular to the Front Line States. The speaker supported the maintenance of United Nations sanctions as far as South Africa was concerned, in particular on petroleum products. To establish a just and peaceful society it was advisable to persevere along the way already begun and to increase the assistance to the South African workers as well as to the militants acting against apartheid. Syria had banned all forms of cooperation with the apartheid regime and would continue to do so until its abolition.

18. The Government member of China highlighted the information contained in the Special Report. He expressed a wish that sensitive decisions would come out of the discussions of the Committee that would contribute to bringing the end of the apartheid regime. As a result of the long struggle of the South African people, the Government had been forced to adopt certain positive measures that have led to multi-party negotiations. The Government of China welcomed this positive development and supported the different parties to the process who wanted to solve the situation by peaceful means. The speaker expressed the opinion that it would take a long time before apartheid disappeared; he warned of the danger presented by the acts of the racist forces which could undermine the negotiating process. He appealed for the support of the international community to ensure that the process of the liberation struggle against apartheid continued. He invited the Government to make decisions in order to reach a peaceful solution and to instal a regime in which all would have equal rights.

19. The Employers' member of Tanzania welcomed the Special Report of the Director-General and the report of the Fact-Finding and Conciliation Commission. Both reports were comprehensive and provided an important framework in dealing with the South African labour question. He noted the new developments in South Africa, particularly the repeal of discriminatory and repressive legislation; bilateral and multilateral negotiations — CODESA I and CODESA II; the establishment of a non-racial employers' organization; and indications that a non-racial election would be held. However, the speaker expressed concern about the continuing political violence which was a potential threat to the current process of negotiations. He appealed to all the parties concerned to create a climate conducive to negotiations. The ILO should encourage the recent initiatives to establish a non-racial employers' organization. He called for the support of all actions against apartheid outlined in the Special Report.

20. The Employers' member of Ghana condemned the violence which was continuing in South Africa. He noted that members of the Workers' group tended to lump the employers in South Africa together with the Government. The speaker said that not all employers were bad. Some were very progressive and most anxious to have a fair deal with the blacks. He was delighted to learn of the recent contacts between the ANC and right-wing whites. As good businessmen, employers in South Africa wanted a stable government. Employers in South Africa were beginning to develop a non-racial outlook. The ILO should give assistance to the liberation movements as well as the employers. The problems raised by the representative of NACTU could only be resolved when a strong government was elected that could deal with them.

21. The Workers' member from the United States supported the comments made by the Netherlands Union Confederation (FNV) in the Special Report, expressing doubts about the usefulness of the reporting exercises. South Africa is at a critical juncture in its history. The announcement of a proposed date of 27 April 1994 for elections did not carry the weight of an accepted date by a majority body. It did not answer the fundamental question of the purpose of the election. The announcement failed to address the mechanisms of voting. Above all, the Committee could not presume a free and fair election. Still, the proposed date gave the Committee an opportunity to consider what it could do to promote the democratic process through voter-education and voter-mobilization. Sanctions-monitoring could become violence-monitoring. Apartheid would not end on 27 April 1994. The election of a non-racial government was the best hope of

addressing the legacy of apartheid. The challenge was to define the Committee's willingness to support the democratic process. The Committee had the resources to promote and support voter-education and the clout to monitor an election to ensure that it was free and fair. The speaker commended the work of the Group of Independent Experts and hoped that it would be allowed to continue as long as its expertise was required by the Committee.

22. The Government member of Zimbabwe observed that the past two sessions of the Committee had been held in a constructive and positive spirit. Based on the Special Report of the Director-General and other documents and the speeches of the representatives of various political groups at the forefront of the struggle for a democratic South Africa, the speaker discerned a common thread, an acknowledgement of the significant progress achieved so far in the negotiations for a democratic dispensation. The announcement of a tentative date for multiracial elections for a constituent assembly had raised hopes. She agreed with the Director-General's Report which warned that there were still problems to be faced before apartheid's epitaph could be written. The repealing of apartheid could not be equated with the destruction of its structures. The speaker expressed concern about the unbridled violence and mayhem that had been unleashed on the innocent and defenceless population. Her Government did not support the suspension of the Declaration on Action against Apartheid.

23. The Government member of Namibia welcomed the Director-General's comprehensive and enlightening Special Report. He took note of the statements made by representatives of the liberation movements and the trade unions from South Africa. All practical, conceivable and realistic measures against apartheid should be taken to enhance the establishment of a non-racial and democratic government. He expressed concern that an increasing number of ILO member States were either contemplating or anticipating reconsideration of their stand on economic sanctions against South Africa. The speaker pointed out that the multi-party negotiations were a process which disappointingly precluded direct intervention by the international community. The security situation was precarious in that one party to the negotiation process had control of the police and the army. The violence sweeping the country was aided and abetted by the regime's monopoly of coercive power. His Government reiterated the position of the Harare Declaration of the Southern African Tripartite Conference on Apartheid taken in 1992. Any measures taken by the Committee must be informed and guided by the principled position of the national liberation movement in South Africa. The ILO should recommend to the UN and all other international, supranational and regional organizations that there should be no relaxation or suspension of action against apartheid until the international community was certain that the negotiations had reached a definite irreversible phase. The ILO could assist the situation in southern Africa, characterized by the war in Angola, strife in Mozambique and violence in South Africa, by taking any conceivable action which could hasten the dismantling of apartheid.

24. The Government member of Nigeria welcomed the impressive and detailed Special Report of the Director-General. He welcomed the positive developments that were taking place in South Africa. The speaker expressed worry and alarm at the scale of violence in the country which might endanger the talks now in progress. Individually and collectively support should be given to the various parties that are genuinely involved in the transformation to a democratic society until apartheid was dismantled. His Government believed that the time was not yet ripe to withdraw the Declaration. To do so would send the wrong signals to the authorities in South Africa and would reduce the effectiveness of international pressure against apartheid. The ILO should increase its technical assistance to workers and progressive employers. The speaker welcomed the proposal to form a non-racial employers' association and asked the ILO to assist the process. The ILO should play a major role in giving advice on labour.

25. The Workers' member of China welcomed the democratic process taking place in South Africa. He pointed out that the democratic forces had contributed to the struggle for freedom and that in April multi-party negotiations, attended by 26 organizations, had started to discuss a constitution. As a result of the negotiations some resolutions condemning violence in the black townships were adopted and pledged to take measures to end violence. The speaker declared a new, more concrete phase in the negotiations had begun and that the path to democracy was still a long way off. Those who did not accept this perspective of change threatened the negotiating process; the assassination of Chris Hani was an example. The workers of China supported the just struggle of the people of South Africa and followed the developments in the country. The speaker stressed that the key to the solution of the problem lay in constitutional talks and an end to the violence. Therefore, it was the responsibility of the Government to create the conditions necessary for the birth of democracy in South Africa.

26. The Workers' member from Finland, speaking on behalf of the Nordic trade unions, warned against too much optimism and pointed out that apartheid had not disappeared; the majority of the people did not have the vote. The positive changes which had taken place were actually the result of the hard work of the liberation movements and the democratic trade unions, the ILO and the international community. There was still much to be done. The main apartheid laws had been repealed but some still remained. Negotiations had resumed after the deadlock of CODESA II last year. There was still no free political activity. Domestic, agricultural and public sector workers still had no trade union rights. The speaker expressed concern about the violence and pointed out that a large ICFTU delegation that visited South Africa last February had implicated the Government and security forces directly or indirectly in the violence. The Nordic trade unions would continue to support COSATU and NACTU. She believed that the Declaration was not obsolete. The Declaration would be suspended only on condition that a final date for free and fair elections has been agreed on, the Transi-

tional Executive Council is in place and the democratic non-racial trade unions so request. A plan of action for technical assistance could then be implemented to help rebuild the country. The ILO should continue technical assistance to the trade unions. Technical assistance should also be given to non-racial employers' organizations and tripartite bodies.

27. The Workers' member from the United Kingdom welcomed the positive reports of COSATU and NACTU and their support for negotiations to end apartheid. He welcomed the proposal of 27 April 1994 as a date for elections to a constitutent assembly. The speaker expressed concern at the failure to set up a non-racial body to oversee broadcasting which was essential if there was to be a free and fair election. Before elections could be held there must be control of the army and security forces which have played a role in the violence. An interim government should be established without delay. The disparity in wealth between the whites and blacks was too big. There would absolutely be no progress and democracy would fail unless the hundreds of thousands of unemployed black youngsters had jobs. Only a joint transitional executive council could put an end to the violence and tackle the huge economic problems the country was facing. There should be economic aid to enable the Government to address vital economic problems. The ILO should maintain the Declaration as long as the power structures that sustain apartheid remain in existence. The ILO should provide support to non-racial organizations and to a transitional executive authority in the period leading up to elections. There would be a need for aid for a long time to undo the economic imbalance caused by apartheid.

28. The Government member of Egypt stated that his Government followed with great interest the evolution which has taken place to establish a truly democratic regime in South Africa; the positive developments which have been realized, allowed one to hope for the complete elimination of apartheid. Egypt supported all measures aimed at eliminating the fundamentals of apartheid, and called for genuine steps leading to that end. In this regard the setting of April 1994 as a date for holding elections with a view to drafting a new constituion for that country based on the principles of democracy, justice and respect for human rights was welcomed. The speaker pointed out the alarming perpetration of acts of violence which threatened the process of change. He nevertheless, expressed satisfaction at the progress achieved in the process of transition to democracy in South Africa as reported in the special report of the Director General. The speaker noted that the essential role which was played in that respect by the non-Governmental organizations in general and by workers and employers organizations in particular, was but a manifestation of the interaction of the democractic forces in South Africa. This process of change had reached an irreversible stage. The ILO should play a preponderant role within its field of competence to help the process of democratization and ensure the application of international standards which would allow the restoration of confidence in the country. For example, technical assistance to non-racial workers' and employers' organizations could be increased and the supervision of the application of labour legislation should be enhanced. To assume its responsibilities the international community should adopt a plan of action to respond to concrete progress made in the direction of the eradication of apartheid and the establishment of a just society. The speaker concluded by referring to the important resolution at the last (49th) session of the Commission on Human Rights (1993/19) concerning «Monitoring the transition to democracy in South Africa» and appointment of a special rapporteur with the task of presenting an annual report on the transiton to democracy in South Africa.

29. The Workers' member from Namibia paid tribute to the Director-General for the Special Report on the Application of the Declaration concerning Action against Apartheid. He expressed a word of caution to the members of the Committee not to be too optimistic about developments in South Africa. In Namibia, an agreement was reached on a timetable for independence, but ten years passed before elections were held. The same delaying tactics may well be used in South Africa. Apartheid had yet to be dismantled and a climate for free and fair elections established. This would require control over the security forces, the state-controlled media, and other departments. He appealed to the Committee not to suspend the Declaration, to continue to prepare the Special Report, and to distribute the questionnaire, and to maintain the Committee for some time after the holding of elections in South Africa in order to address the legacy of apartheid. Finally, he appealed for increased support for democratic workers' organizations in South Africa.

30. The Government member of the Syrian Arab Republic drew attention to his Government's reply to the questionnaire, as contained in the Director-General's Special Report. Syria had always believed in freedom from discrimination and hence their reply was an accurate reflection of this and their compliance with ILO and UN resolutions on the question of apartheid in South Africa. Syria had severed all relations with South Africa and rendered no assistance whatsoever to the South African Government. He congratulated the ILO on its innovative efforts to eradicate apartheid. The Committee should adopt constructive recommendations to eliminate discrimination, similar to those contained in UN General Assembly resolution 47/116A which called on the international community to continue its efforts aimed at eliminating apartheid.

31. The Workers' member from Cyprus noted that the long-held wish for the disappearance of the Committee was nearing realization as a result of the struggle of the South African people together with the solidarity of the international community, including that of the Committee. Although much progress had been made towards democracy in South Africa, it remained fragile because of the extensive use of violence. Private armies, particularly of the extreme right, were preparing to wage total war against the ANC, similar to that in Angola. It was therefore a priority to stop the violence and prevent a civil war. To this end the Declaration

should remain in force and a revised and updated programme of action should be proposed by the Committee. That programme should maintain sanctions until an interim government was formed and elections held for a constituent assembly, after which a phased lifting of sanctions could be considered. The international community had a lot of work to do to ensure the success of the 30-year-old anti-apartheid struggle. Violence should be condemned and at the same time the urgent needs of South African society should be addressed, including education and training programmes. He concluded by congratulating COSATU, NACTU, the ANC and all democratic and non-racial forces for their achievements, thanked the Director-General for his Report, and complimented the Committee and the ILO for their contribution.

32. The Government member of the United States drew attention to one consistent theme in the interventions, the dawning of a new day in South Africa that would lead to a non-racial, democratic society sooner or later. Her Government supported the Harare Conference recommendation encouraging the ILO to undertake efforts in South Africa to assist free and democratic trade unions and non-racial employers' organizations. The United States believed that considerable progress had already been achieved toward dismantling the apartheid system as the South Africans themselves had told the Committee. The ILO had a key role to play in bringing about dialogue and cooperation. The progress achieved in South Africa could not go unrecognized by the Committee, and it was important to note that many aspects of the Declaration had been overtaken by events and no longer applied. Sanctions and embargoes, except for the sale of arms, could be counter-productive to the achievement of goals such as job creation and raising the standard of living for the impoverished in South Africa. Her government viewed with alarm the escalation of violence and condemned it. But rather than focus on the past the ILO should focus its attention on building on the progress made thus far, to focus on what it could achieve instead of on what it could not. The US supported pressing on to ensure that South Africa did not retreat from progress toward a non-racial multiparty democracy, but it regarded the carrot to be as effective as the stick. The most straightforward approach might be to amend the Declaration especially with respect to the severence of economic, cultural and sporting ties. The ILO should be granted the maximum flexibility to suspend the Declaration once conditions so warranted. The member noted that these conclusions and recommendations corresponded closely to those of the group of independent experts and the Committee on Discrimination. She expressed hope that in 1994 the ILO could say that it had helped the parties in South Africa to reach workable and lasting solutions that would ensure that apartheid was well on its way to being dead and gone forever.

33. The Employers' member from India stressed that measures should be taken at all levels to ensure safety, security and economic growth in South Africa. Employment-oriented industries, small businesses, and the self-employed should all be encouraged in order to eradicate poverty and generate employment. Technical and financial assistance should be given by international institutions to generate economic growth in South Africa which had experienced negative growth for five years. He thanked the ILO for its activities and the Special Report, and expressed the hope that the Committee would make concrete suggestions so that the ILO could make a positive contribution to upliftment in South Africa.

34. The Workers' member from Nigeria noted that progress towards democracy in South Africa since the release of Mr. Mandela had been disappointing. The Government was employing delaying tactics, and the internal contradictions between various black groups was very disturbing. He called on the international community to mediate between antagonistic groups, and suggested that power-sharing was essential for the negotiations to succeed. The Nigeria Labour Congress would continue to support progressive forces in South Africa and would not reduce its support at this time.

35. The Workers' member from Mozambique pointed out that many Mozambican workers worked in the mines and on the farms of South Africa under exploitative conditions. The Nkomati accord signed between Mozambique and South Africa had opened up the possibility of the CODESA talks in South Africa, and a peace agreement had been signed between the Mozambican Government and Renamo. These developments were linked and so it was appropriate that the two countries walk the last mile towards peace together. He thanked the ILO Workers' Education Branch for their assistance to workers in Mozambique and expressed the hope that they would find ways of including Mozambican workers in workers' education activities in South Africa.

36. The Government member of the Russian Federation observed that three conclusions could be drawn from the Special Report of the Director-General. First, developments over the last year, notably agreement on an election date, confirmed that a transition towards democracy was under way. The policies of the Russian Federation were designed to ensure favourable conditions for that transition through maintenance of the mandatory sanctions imposed by the Security Council coupled with a stage-by-stage development of bilateral relations with South Africa. Secondly, it was clear that a cautious approach should be adopted towards the achievements so far. The violence that threatened the transition had to be condemned and all constructive forces working for democracy should receive international support. Thirdly, the ILO and the UN had played positive roles in fighting apartheid and promoting democratic values in South Africa. Such constructive interaction should continue. He called for increased ILO technical assistance to workers' and employers' organizations in South Africa for it was they who would construct a democratic society.

37. The Workers' member from Zimbabwe noted that the Special Report of the Director-General and the interventions of South African trade union leaders underlined the important role played by international pressure in bringing about the transition towards democracy in South Africa. Although that transition seemed to be almost irreversible, South

Africa would be beset by the legacy of apartheid and concerted action would be required at national, regional, and international levels. Sanctions should be maintained to speed up the process of change, in line with UN decisions. The ILO should continue to support the efforts of democratic trade unions to extend basic worker rights to all workers, particularly in the farm and domestic service sectors and those in the Bantustans. Activities of the ILO Workers' Education Branch should be expanded and adapted to the needs of the transition and post-apartheid periods. He urged the ILO to maintain the Declaration but enable the Governing Body to suspend it once the elected constituent assembly was in place and when the liberation movements and trade unions indicated that it was appropriate to do so.

38. A Workers' observer from Ghana saluted the courage shown by trade unions in South Africa in standing up to the obnoxious system of apartheid. Those in the international community who supported them should do nothing to send the wrong signal to the protagonists of apartheid. Pressure had to be maintained on the apartheid system to ensure that it was rooted out. In this regard, the international community should be guided by those inside the country fighting apartheid. He cautioned governments and businesses who were preparing to go into South Africa to act responsibly as their decisions would affect future generations in South Africa.

39. The Workers' Vice-Chairperson stated that the establishment of an interim government in South Africa would have been a clear signal indicating the course to follow concerning the Declaration on Action against Apartheid during the present session of the Conference. Unfortunately, no agreement had been reached so far on this issue. Although the tentative date of the elections had been announced the previous week, many important issues remained unresolved at the multi-party negotiating forum. The already complex process towards creating a united, democratic and non-racial South Africa was becoming increasingly vulnerable. The prospect for the first-ever one-person one-vote elections expected to take place on 27 April 1994, was under constant threat of escalating political violence. At this critical stage of the ongoing reform process in South Africa, it was imperative that the international community maintain its vigilance, play an ever greater role in curbing the violence and continue to press for an early political settlement. The Workers' group continued to support fully the process of negotiations under way in South Africa aimed at creating a democratic society based on principles of equality and social justice, and full respect for human and trade union rights, and welcomed the renewed hope for the setting up of a Transitional Executive Council (TEC) very soon. South Africa remained a society dominated by extreme and institutionalized racial discrimination and exploitation, which had skewed the economy, political structures and social attitudes. As the country entered the transitional phase, and eventually the post-apartheid period, these deep-seated inequalities inherent in the systems and structures of society, together with increasing unemployment and widespread poverty needed to be addressed. It was therefore essential that the ongoing political reform process was accompanied by a parallel programme of affirmative action to achieve the rapid social and economic restructuring required to rebuild the society. In this context, the United Nations General Assembly, in its resolution 46/79A of 13 December 1991 appealed, inter alia, «to the international community to increase its material, financial and other contributions to the victims and opponents of apartheid to help them address the glaring socio-economic inequalities, particularly in areas of education, health, housing and social welfare». The hope for a new future for the black people of South Africa could only become a reality if rapid progress were made towards the elimination of apartheid. The Conference should therefore request all governments to maintain appropriate forms of pressure on South Africa as a lever to speed up the process of change in line with decisions of the United Nations as embodied in its General Assembly resolution 47/116A of 7 December 1992. The Conference should further call on all governments to observe fully the United Nations mandatory arms embargo and to maintain and enforce an oil embargo against South Africa, until they have been officially lifted. The Conference should welcome the multi-party negotiations which resumed on 1 April 1993 and reiterate its call on all parties concerned to make every effort to conclude an agreement on a new non-racial and democratic constitution and to set up as soon as possible a non-racial interim government. The Workers believed that the Conference should express its deep concern to the escalation of political violence in South Africa which had claimed the lives of 16,000 people since 1984, including a large number of workers. Thousands of people had been seriously injured and maimed. There was grave concern that the persistence of violence constituted a major threat to the process of negotiations for a united, non-racial and democratic society. The Conference therefore should call on all constituent Members of the ILO to urge the South African Government and all parties concerned to cooperate in combating violence and to exercise restraint and stress the need to strengthen the mechanism set up under the National Peace Accord of September 1991. The Conference should also welcome the deployment of international observers from the United Nations, the OAU, the Commonwealth and the European Community in South Africa to further the purposes of the National Peace Accord. It should further welcome the initative taken by the independent non-racial trade union organizations, COSATU and NACTU together with the representatives of the international free trade union movement stationed in South Africa, to establish a Trade Union Violence Monitoring Group to monitor violence, violations of trade union rights and attacks on trade unionists and to mobilize international solidarity actions. The Conference therefore should call on the ILO to provide assistance to the democratic non-racial trade union organizations in their efforts to monitor the prevailing violence. The Conference further should call for strengthening the role of the UN and other international observer missions in South Africa in order that they are able to play a proactive role both in peace-keeping and peace-making; and in particular so that they are involved

in the permanent monitoring of the situation in the country and especially during the elections to ensure that they are free and fair. In this regard, as millions of people will be voting for the first time in their life, the Conference should urge the ILO and all governments to make maximum assistance available to the non-racial democratic trade union movement and other democratic forces in the field of voter education, democratic practice and political tolerance by means of seminars, workshops, mass media campaigns and similar projects in both urban and rural areas of the country. Noting that millions of people living in the so-called homelands (Bantustans) do not still enjoy South African citizenship, the Conference should call on the South African Government to repeal the Bantu Homelands Citizenship Act and to take urgent measures to reincorporate the Bantustans into the South African State. The Conference should urge the South African Government to take steps to repeal the remaining discriminatory apartheid legislation, particularly the Electoral Act of 1979, and to introduce the measures necessary to correct entrenched socio-economic inequalities, particularly in the areas of education, health, housing and social welfare. Noting with grave concern that workers in the Bantustans continue to be denied basic trade union rights, the Conference should urge the Government of South Africa to expedite measures to ensure that basic labour legislation in accordance with the principles laid down in the ILO instruments be extended to cover those workers as well as domestic and farmworkers and workers in the public sector. Noting that the term of office of the Group of Independent Experts has come to an end, the Conference should express its deep appreciation of the work of the Group during the past four years to follow up on and monitor the implementation of sanctions and other action against apartheid, whose findings and conclusions have been of considerable help to the work of the Committee on Action against Apartheid. Recognizing the importance of the recommendations contained in the updated Declaration of June 1991, the Programme of Action annexed to it and the conclusions contained in paragraph 62 of the report of the ILO Tripartite Conference on Southern Africa held from 5 to 8 May 1992 and endorsed by the 1992 Committee on Action against Apartheid, the Conference should call on all governments, employers' and workers' organizations, as well as the ILO, to make all efforts during the present period of ongoing reform process in South Africa, and take such actions as are required to bring about the total elimination of apartheid and the creation of a united, non-racial and democratic South Africa. The Conference should call on South African employers to play a direct role in addressing the violence in industry and in the country in general and in acting to speed the process to the installation of a democratic government. This should include their widescale participation in peace structures and dispute resolution committees at all levels together with material support for the victims of violence. The Conference should note that the recommendations of the ILO Fact-Finding and Conciliation Commission, if implemented, could form the basis for a sound legislative framework for industrial relations in South Africa. The Conference therefore should urge the South African Government to implement these recommendations in line with its agreement with COSATU of November 1992. It also should call on the employer body, SACCOLA, to commit itself fully to this process and to continue to work for the early creation of a non-racial employers' organization. The Conference should request the ILO to be actively involved in the implementation of the report of the Fact-Finding and Conciliation Commission. The Conference should call on national governments which had not already done so to contribute specialist investigative personnel to the Goldstone Commission set up by the Government of South Africa. Such experts and specialists will have an important impact on the South African police force, both in disciplinary terms and in offering practical assistance and support as it adapts and develops itself to move from a force dedicated to law enforcement to a police providing a full range of services demanded by the community in a new South Africa. The Conference should also express its hope that an early solution would be found by all parties concerned for the joint control of the armed formations in South Africa. The Conference should welcome the recent positive political developments in South Africa but should consider that all the objectives set forth in operative paragraph 3 of the Declaration concerning Action against Apartheid in South Africa have not been attained. If a non-racial interim government is established in South Africa before the session of the Governing Body in November 1993, and should the conditions exist then that would warrant a reconsideration of the ILO action against apartheid, the Conference should request the Governing Body to put an item concerning the review of the Declaration and Plan of Action on the agenda of the 1994 International Labour Conference.

40. The Employers' Vice-Chairman proposed a number of draft conclusions. The Conference should note with satisfaction that agreement in principle had been reached on a date — 27 April 1994 — for free and democratic elections for a constituent assembly which would draft a constitution for a non-racial democratic South Africa. The Conference should express once again its great concern about the ongoing violence in South Africa and reiterate that a climate of free political activity cannot exist in such an atmosphere of violence. The Conference should underline the role played by the tripartite constituents of the National Peace Accord in curbing the still prevailing violence. It should also welcome the increasingly important role played by the international organizations and observers in monitoring the violence. In this connection, the Conference should underline the continuing importance of assistance and advice from the international community to assist in the management of internal security in general. The Conference should urge the South African Government to extend expeditiously labour legislation to domestic and farm workers and workers in the public sector, and should reiterate that this legislation should be in accordance with the principles laid down in ILO Conventions. The Conference should urge the South African Government to implement expeditiously the recommendations made by the Fact-Finding and Conciliation Commission. The Confer-

ence should note with satisfaction the ongoing efforts being made to establish a non-racial employer organization in South Africa in accordance with the conclusions of the 78th Session of the International Labour Conference. The Conference should urge the Director-General of the ILO to continue to give technical assistance to the democratic trade union movement in South Africa and to extend assistance to a non-racial employers' organization. Assistance should also be given to the recently established tripartite bodies such as the reconstructed National Manpower Commission and the National Economic Forum. The Conference, recognizing the scale of the problem, should call on the international community to provide assistance especially to the youth in South Africa who, because of the current situation, had not received adequate education and training. In this context, since the ILO has a major role to play, the Conference should request the Director-General to formulate a plan of action which should encompass, inter alia, the following: employment creation; labour administration; coordination and stratification of labour market institutions; labour relations and collective bargaining; productivity; manpower training and human resources management. The Conference should recommend that the principles laid down in the ILO Tripartite Declaration on Multinational Enterprises and Social Policy are implemented by those parties in South Africa to whom it is addressed. The Conference should also recommend that the Director-General promote this Tripartite Declaration. In view of the desirability of close ILO involvement in South Africa, particularly during the early years of transition, the Conference should recommend that the Director-General establish an effective and meaningful ILO presence in that country. Given the sensitivity of the tasks at hand, officials involved in ILO work in the country and, in particular, those staff members that would be stationed there should be carefully selected and, where appropriate, in consultation with the tripartite partners that would be served by such an office. The Conference should mandate the Director-General, once an interim government takes office, to suspend the Declaration on Action against Apartheid and set into force, as soon as possible, the plans of action stated above. If circumstances permit, the ILO Governing Body should be requested to put on the agenda of the 1994 Conference a proposal to rescind the Declaration on Action against Apartheid. The Conference would look forward to welcoming, at the 1994 Conference, a non-racial tripartite delegation from South Africa.

41. The Committee set up a Working Party to prepare the conclusions of the Committee. It was composed of five Government members: Cuba, Denmark, United States, United Republic of Tanzania, Zimbabwe; five Employers' members: Mr. Amonoo (Ghana), Miss Hak (Netherlands), Mr. Hernandez (Philippines), Mr. Cheshire (United Kingdom), Mr. Owuor (Kenya); and five Workers' members: Mrs. Carr (Canada), Mr. Grantham (United Kingdom), Miss Korhonen (Finland), Mr. Lescault (USA), Mr. Sibanda (Zimbabwe). The Reporter of the Committee acted as Chairman of the Working Party and subsequently introduced its conclusions.

42. The General Secretary of COSATU, speaking to the adoption of the report, pointed out that the international community and the ILO had a responsibility and obligation to ensure that apartheid was thoroughly eliminated. South Africa found itself at a crossroads. A tentative date had been set for elections to the constituent assembly, but there were powerful forces opposed to the holding of free and fair elections. He appealed to the ILO to affirm the election date, to assist in the education of voters, to support the peace initiatives, and to monitor the elections. Even after the holding of democratic elections however, the economic consequences of apartheid would remain, and the ILO had a crucial role to play in helping to eradicate those. The conclusions that had been adopted provided a good basis for addressing the needs of the majority in South Africa through job creation, improvements in the standard of living, education and training, and the development of strong tripartite institutions. He envisaged such ILO technical cooperation taking the form of a programme of action to give assistance to the democratic trade unions and tripartite institutions after the entry into force of the Transitional Executive Council in the next month or two. The Declaration could then be reviewed at the next Governing Body meeting and considered at the next ILC.

43. The draft conclusions arrived at in the Working Party were introduced in the Committee by the Reporter. He indicated that, after considering proposals that had been submitted on behalf of the Employers' and Workers' groups as well as submissions which had been made by some Government members, it had been possible to arrive at an agreed text by consensus in respect of most of the paragraphs contained in the draft. He went on to indicate that there had, however, been some paragraphs on which this had not been possible, either as regards the entire content or as regards parts or phrases therein; and that in respect of others, there had been insufficient time available to consider the proposals fully. The draft as submitted indicated these situations by indicating the paragraphs, or portions thereof, on which there had been no agreement.

44. The Committee then proceeded to consider the draft, as submitted, and adopted each of the conclusions set out in paragraph 47 below after an exchange of views which involved, inter alia, agreement on a number of amendments to the text as submitted by the Working Party.

45. In respect of all but one subparagraph the adoption of the text took place without a vote. In respect of the final subparagraph in paragraph 47 below, the Committee took its decision on two amendments by a vote. The first of these related to a proposal by the Employers' group that the final five words of the subparagraph should read "... the future of the Declaration". In a vote by show of hands, the amendment was defeated by 251 votes to 230. Upon a request by the Employers' group for a roll-call vote, this amendment was rejected by 232 votes to 230. A roll-call vote then took place on an amendment proposed by the Workers' group to omit the words "or rescission" after the word "review" in the phrase "review [or rescission] of the Declaration" at the end of this subparagraph. The amendment was carried by 232 votes to 230, with the result that the

words placed in parenthesis above were omitted. On behalf of the Employers' members, the Employers' Vice-Chairman of the Committee recorded the understanding of his group that the term "review" included within its purview the suspension, amendment and rescission of the Declaration on Action against Apartheid. The Government member of the United Republic of Tanzania stated for the record that the word "review" in subparagraph 21 of the conclusions implied an objective and impartial examination of the situation in South Africa. If it appeared that there had not been developments in accordance with the stipulation concerning the ILO Declaration concerning Action against Apartheid, that Declaration would be maintained and implemented. An Employers' member (Miss Hak) recorded her personal reservation concerning subparagraph 17, because the proposal to set up an ILO presence in South Africa was not accepted. He expressed the opinion that the proposed plan of action constitutes an enormous task to the ILO which could not be properly implemented without an ILO presence in the country.

CONCLUSIONS

46. The Committee examined the *Special Report of the Director-General concerning the Application of the Declaration on Action against Apartheid* and other documents submitted to it, including the report of the Committee on Discrimination of the Governing Body at its 256th Session in May 1993 and the report of the Group of Independent Experts to follow up on and monitor the implementation of sanctions and other action against apartheid.

47. In the light of its discussions, the Committee invites the Conference to approve the following conclusions:

(1) The Conference welcomes the multi-party negotiations which resumed on 1 April 1993 and reiterates its call on all parties concerned to make every effort to set up as soon as possible a non-racial Transitional Executive Council (TEC).[1] The Conference notes with satisfaction that agreement has been reached on a proposed date (27 April 1994) for free and democratic elections, for a constituent assembly to draft a constitution for a non-racial democratic South Africa. The Conference urges all parties concerned to adhere to this date.

(2) As millions of people will be voting for the first time in their life, the Conference urges the ILO, other appropriate international institutions and all governments to make maximum assistance available to the non-racial democratic trade union movement and other democratic forces in the fields of voter education, democratic practice and political tolerance by means of seminars, workshops, mass media campaigns and similar projects in both urban and rural areas of the country.

(3) The Conference expresses once again its deep concern about the continuing violence in South Africa, which has claimed many thousands of lives, including a large number of workers. It emphasizes that a climate of free political activity cannot exist in such an atmosphere of violence, which also constitutes a major threat to the process of negotiations for a united, non-racial and democratic society.

(4) The Conference calls on all constituent Members of the ILO to urge the South African Government and all parties concerned to cooperate in combating violence and to exercise restraint. It stresses the need to strengthen the mechanism set up by the tripartite constituents of the National Peace Accord of September 1991, to curb the violence still prevailing.

(5) The Conference welcomes the important involvement and assistance provided by international and regional organizations (including the UN, the OAU, the Commonwealth and the EC) as observers in contributing to the work of the National Peace Accord in monitoring and reducing violence. It calls for a strengthening of this role, in relation to the ongoing process of democratization, and also expresses the hope that governments which have not yet done so will find it possible to provide specialist investigative personnel to the Commission on the Prevention of Violence and Intimidation (Goldstone Commission).

(6) The Conference welcomes the establishment by the independent non-racial trade unions, COSATU and NACTU, of the Trade Union Violence Monitoring Group with the assistance of the international free trade union movement and calls on the ILO to lend its full support to the organizations involved in this process.

(7) The Conference recognizes the importance for free and fair elections and stresses the need to transform the police force into an institution which is responsive to the needs of the entire South African community. It expresses the hope that an early solution will be found by all parties concerned for the joint control of the armed forces and formations in South Africa.

(8) The Conference calls on South African employers to continue to play a direct role in preventing and helping to monitor the violence in industry and in the country in general and in acting to speed up the process of the installation of a democratic Government. This should include participation in peace structures and dispute resolution committees at all levels. The employers should also be urged to provide material support for the victims of violence.

(9) The Conference urges the South African Government to take steps to repeal the remaining discriminatory apartheid legislation, including the Electoral Act of 1979, and to introduce measures necessary to correct entrenched socio-economic inequalities, particularly in the areas of education, health, housing and social welfare.

(10) Noting that millions of people living in the so-called homelands (Bantustans) still do not enjoy South African citizenship, the Conference calls on the South African Government to repeal the Bantu Homelands Citizenship Act and to take urgent measures to reincorporate the Bantustans into the South African State before the elections. Noting with grave concern that workers in the Bantustans continue to be de-

nied basic trade union rights, the Conference urges the Government of South Africa to expedite measures to ensure that basic labour legislation is extended to cover those workers.

(11) The Conference urges the South African Government to extend expeditiously labour legislation to domestic and farmworkers and workers in the public sector, and reiterates that this legislation should be in accordance with the principles laid down in ILO Conventions.

(12) The Conference requests all governments to maintain appropriate forms of pressure on South Africa as a lever to speed up the process of change in line with decisions of the United Nations as embodied in General Assembly resolution 47/116A of 7 December 1992. The Conference further calls on all governments to observe fully the United Nations mandatory arms embargo and to maintain and enforce an oil embargo against South Africa, until they have been officially lifted.

(13) Recognizing the importance of the recommendations contained in the updated Declaration of June 1991, the Programme of Action annexed to it and the conclusions contained in paragraph 62 of the report of the ILO Tripartite Conference on Southern Africa held from 5 to 8 May 1992 and endorsed by the 1992 Session of the International Labour Conference, the Conference calls on all governments, employers' and workers' organizations, as well as the ILO, to continue their efforts to bring about the total elimination of apartheid and the creation of a united, non-racial and democratic South Africa.

(14) The Conference wishes to express its deep appreciation of the work of the Group of Independent Experts during the past four years to follow up on and monitor the implementation of sanctions and other action against apartheid. The Group's findings and conclusions have been of considerable help to the work of the Committee on Action against Apartheid and the Governing Body should undertake continued and adequate monitoring.

(15) The Conference urges the South African Government to implement expeditiously the recommendations of the ILO Fact-Finding and Conciliation Commission, which form the basis for a sound legislative framework for industrial relations in South Africa in consultation with the National Manpower Commission. The Conference requests the Director-General of the ILO to assist in every way possible with the implementation of these recommendations.

(16) The Conference recommends that the principles laid down in the ILO Tripartite Declaration on Multinational Enterprises and Social Policy be implemented by those concerned in South Africa. The Conference also recommends that the Director-General take steps to promote this process.

(17) The Conference stresses the important role that is to be played by the ILO in the provision of technical assistance after the Transitional Executive Council (TEC) has been established, and accordingly requests the Director-General to formulate a plan of action. The Governing Body may make available the necessary financial means to implement this plan of action which could encompass, inter alia, the following:

- trade union and human rights;
- employment creation;
- promotion of self-employment and small and medium-sized enterprises;
- reform and restructuring of labour market institutions and labour administration;
- labour relations and collective bargaining;
- the effective use of all factors of production;
- improvement of labour legislation and upgrading of labour standards;
- improvement of working and living conditions in the rural areas and for farmworkers;
- education and training;
- manpower training and human resources management;
- promotion of equality of opportunity and treatment;
- occupational health and safety.

The Conference recognizes the magnitude of the problems affecting the youth of South Africa as a result of the deprivation to which they have been subjected in the fields of education and training and urges that account be taken of their needs in formulating the above programme.

(18) The Conference urges the Director-General of the ILO to continue to give technical assistance to the democratic trade union movement in South Africa. Assistance should also be given to the recently established tripartite bodies such as the restructured National Manpower Commission and the National Economic Forum.

(19) The Conference notes with satisfaction the ongoing efforts being made to establish a non-racial employer organization in South Africa in accordance, inter alia, with the conclusions of the 78th Session of the International Labour Conference. It urges the Director-General of the ILO to extend assistance to a non-racial employers' organization, once it is formed.

(20) The Conference urges that in the period prior to the election of a Constituent Assembly, the Declaration concerning Action against Apartheid should be maintained. However, when a Transitional Executive Council (TEC) is set up in South Africa, the Governing Body is authorized to review the application and implementation of the Declaration, in order to enable the plan of action stated above to be implemented, conditional on unequivocal progress on the objectives contained in paragraph 3 of the Declaration, and a request to the ILO from the Transitional Executive Council, the South African independent and democratic trade union confederations and the non-racial employers' organizations for such a review.

(21) While welcoming the recent political developments in South Africa, the Conference requests the Director-General to report to the Govern-

ing Body in November 1993 on progress made towards the elimination of apartheid, including the establishment of a Transitional Executive Council, an electoral commission, an independent media commission and measures taken to hold the general election. The Conference requests the Governing Body, if it is satisfied that conditions exist then that would warrant a reconsideration of the ILO action against apartheid, to put an item on the agenda of the 1994 International Labour Conference concerning the review of the Declaration.

Geneva, 4 June 1993.

(Signed) Mr. A. EJALU
Chairman

Mr. R. VELTHEIM
Reporter

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No. 18 – Thursday, 17 June 1993

PRINTED IN SWITZERLAND

International Labour Conference
Provisional Record
Eightieth Session, Geneva, 1993

19

Eighteenth sitting

Tuesday, 15 June 1993, 10.15 a.m.

Presidents: Mr. Abdel-Hak and Mr. Tabani

EIGHTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original Arabic: The PRESIDENT – In the Name of God, the Merciful, the Compassionate! The first item on our agenda this morning is the eighth report of the Selection Committee (*Provisional Record* No. 5G). If there are no objections I shall take it that this report is adopted.

(The report is adopted.)

SECOND REPORT OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

Original Arabic: The PRESIDENT – We now move on to the second item, which is the second report of the Credentials Committee.

We have just received a letter from the EEC, which I call upon the Clerk of the Conference to read.

The CLERK OF THE CONFERENCE – We have indeed received a letter from Mr. Jorgensen dated 15 June 1993, which reads as follows:

"Mr. President,

The European Community and its member States have taken note of the second report of the Credentials Committee on the subject of the credentials of Zaire and would like to have the following statement read out in the plenary at the time of the adoption of this report.

> On the occasion of the approval of the Second Report of the Credentials Committee, in particular the adoption of the credentials issued on behalf of Zaire, the European Community and its member States wish to state that they do not acknowledge the appointment as Prime Minister of Mr. Faustin Birindira, which was made without the approval of the High Council of the Republic and which consequently does not form part of the process of transition defined by the Sovereign National Conference.

Yours sincerely,

P. Jorgensen."

Original Arabic: The PRESIDENT – I call upon Mr. Ausman, Government delegate of Canada, Chairman of the Credentials Committee, to submit the report.

Mr. AUSMAN *(Government delegate, Canada; Chairman of the Credentials Committee)* – The second report of the Credentials Committee, which I am pleased to present, is contained in *Provisional Record* No. 14 and mainly reflects the Committee's extensive discussions on the representation at this Conference of the Republic of Zaire. It also reports on the Committee's findings that two objections before it were not receivable under the Standing Orders as their authors were serving as advisers to the delegates to whom they were objecting. In addition, mention is made of communications that were relevant to the nomination of the Workers' delegates of two other countries but did not in themselves constitute objections.

Returning to the case of Zaire, credentials had been received from three sources: two from different authorities claiming to be the Government of that country and one from the Permanent Mission of Zaire in Geneva. The question facing the Commission was which delegation should be taken into consideration. The Committee sought guidance at first from the United Nations Office of Legal Affairs. That Office considered the only directly relevant precedent, last month's World Health Assembly, and the Committee heard representations from both claimant Governments. For the reasons given in some detail in the report, which I commend to you, the Committee concluded that the information before it provided no valid criteria for determining which was the legitimate Government of Zaire. It decided, however, to take into consideration the credentials issued by the Permanent Mission of Zaire in Geneva on the clear understanding that this did not imply recognition of the Government whose representatives were included in those credentials. Such recognition is a matter for the member States themselves individually and collectively, in the United Nations General Assembly.

The Committee felt that it should act on the credentials issued by the Permanent Mission partly because of the limitations of the Committee's own mandate and partly because it was not seriously contested that the Permanent Representative of Zaire in Geneva had been accredited by the United Nations Office in Geneva and had legal capacity to issue credentials.

The report is submitted to the Conference for its information. It does not call for any debate. I would stress in respect to Zaire that the Committee is not expressing any opinion on the content or the validity of the credentials that it recognized. The Committee has no competence to do so at this stage. All it has done is to present to the Conference the list of delegates of Zaire for the purposes of the Standing

Orders which permit any interested party to lodge any objection it so wishes.

Original Arabic: The **PRESIDENT** – The Chairman of the Committee has given us his recommendations and comments. We therefore take note of the report without debate.

(The report is noted.)

SPECIAL REPORT OF THE RESOLUTIONS COMMITTEE ON THE COMMITTEE'S ENTITLEMENT TO DEAL WITH THE RESOLUTION CONCERNING THE SITUATION IN RWANDA: SUBMISSION AND ADOPTION

Original Arabic: The **PRESIDENT** – We now move on to the Special Report of the Resolutions Committee on the Committee's entitlement to deal with the resolution concerning the situation in Rwanda.

We have to give an opinion on a resolution concerning Rwanda which was submitted to the Conference by a person whose credentials had not been received.

I call on Mr. Mascia, Government adviser, Italy, Chairman of the Committee, to submit this report.

Mr. **MASCIA** *(Government adviser, Italy; Chairman of the Resolutions Committee)* – You have before you a special report of the Resolutions Committee. It is unusual to have a special report in our Committee but we had to deal with an unusual situation. One of the resolutions, the one concerning the situation in Rwanda, had been submitted by a Workers' delegate whose credentials had not been received at the time the resolutions were published in the *Provisional Record*. That resolution was therefore not published with the others.

Two issues were discussed in this respect by the Committee. First of all, to be receivable, should a resolution be received within the 15 days' time-limit laid down in the Standing Orders from a delegate who is already accredited? And is a resolution receivable if it is not made available to delegates within 48 hours after the expiry of that time-limit? As is evident from the report, the Committee, after some discussion and having heard the opinion of the Legal Adviser, agreed to deal with the resolution in question but did not wish to create a precedent by doing so. The Committee also requested the Office to change this practice in future and to publish such a resolution while making it clear in a footnote that the author's credentials had not been received.

The special report is submitted for your information.

Original Arabic: The **PRESIDENT** – Does anyone wish to take the floor? If there are no objections, I shall consider that the report is adopted.

(The report is adopted.)

SECOND AND THIRD REPORTS OF THE FINANCE COMMITTEE OF GOVERNMENT REPRESENTATIVES: SUBMISSION, DISCUSSION AND ADOPTION

Original Arabic: The **PRESIDENT** – I call upon Mr. Chotard, Government delegate, France, Chairman and Reporter of the Finance Committee of Government Representatives, to submit the reports.

Original French: Mr. **CHOTARD** *(Government delegate, France; Chairman and Reporter of the Finance Committee of Government Representatives)* – I have the honour to submit to the Conference the second and third reports of the Finance Committee of Government Representatives. These reports have been published in *Provisional Record* No. 17, and they contain the recommendations of the Committee concerning the matters placed before it. The resolutions recommended for adoption by the Conference in this connection appear at the end of each of the reports.

The main item submitted to the Finance Committee of Government Representatives, of course, concerns the Programme and Budget Proposals for 1994-95. It is the tradition to submit a budget every two years. This one is particularly important and rather different from previous ones.

It is a realistic budget and a reforming budget. It is realistic because it has taken into account the various savings which the Governing Body had suggested, but it is also a reforming budget because it is designed and aimed at enabling the Organization to respond better to the various demands and needs of member States. It does this in two directions in particular.

The first is the strength and presence of the ILO in the field, in particular by the introduction of a new formula, the establishment of multidisciplinary teams. Secondly, it seems to increase in Geneva the capacity of the various technical departments. As the Director-General himself stressed in the Committee, this twofold orientation will make it possible to respond better to the specific objectives of the Organization, and, in particular, to the three major themes which were set out. First, the ILO's contribution to the process of democratization which is taking place in a number of member States. Secondly, the struggle against poverty and the problems of employment. And thirdly, the protection of workers – a traditional ILO activity which must not be cut back.

The Finance Committee, after having heard the Director-General, also heard statements by the Chairman of the Governing Body, Mr. Vargas Campos; the spokeswoman of the Employers, Miss Mackie, and the spokesman of the Workers, Mr. Vanni. These statements appear in the second report of the Committee, in paragraphs 27, 28, 29 to 33 and 34 to 36.

After the discussion, we took up the budget itself and noted that, as requested by the Governing Body, it was based on zero real growth. The total budget amounts to US$466,510,000, taking into account the provision for cost increases and exchange rate fluctuations. A summary of the budget of expenditure and income for 1994-95 appears again in *Provisional Record* No. 17, in Appendix III. You will find in Appendix IV a summary of proposed expenditure by major programme. We examined and adopted each of the programmes one by one and we made a number of comments on them. Finally, in Appendix V you will find a table showing the contributions due from member States. This then is the budget proposed for 1994-95.

The Committee then considered recommendations concerning the outstanding debts of member

States; the change in treatment of income from the sales of publications; the Working Capital Fund; the composition of the Administrative Tribunal of the ILO; and the proposal concerning a gift of land by the Government of Pakistan. All these recommendations appear in the second report of the Committee.

Finally, at its last meeting, the Committee considered the contributions of the new member States. As regards the scale of contributions of member States for 1994, we did have some difficulties, particularly in the statements of the Republics of Moldova and Ukraine which both have problems with the scale of contributions fixed by the United Nations. However, the ILO cannot consider itself responsible for this and will do everything it can to examine these problems. We decided to limit to 1994 the decisions taken because we are expecting new studies in the meantime from the United Nations.

Finally, the last resolution, which is far from being the least important, was the actual adoption of the draft Programme and Budget. All these matters are covered in the Committee's third report.

I could not conclude this already too long but also too short statement without thanking the Vice-Chairman of the Committee, Dr. Shah M. Farid, Government delegate of Bangladesh, and all the members of the Committee as well as the secretariat for the support which they gave the Chair.

In conclusion, I should like to say that for the adoption of our Programme and Budget for 1994-95, whether it is in the Programme, Financial and Administrative Committee, the Governing Body, or indeed in the Finance Committee, we have had, as in all democratic organizations, very long and very important discussions where various views were stated and may yet be stated, but we hope that beyond all the difficulties, the three groups – Governments, Employers and Workers – believe that, despite these differences, it is important for the unity of the Organization that there should be a unanimous adoption of the budget. This is what I propose and what I request from the Conference.

Original French: Mr. OECHSLIN *(Employers' delegate, France, Chairman of the Employers' group)* – I would like to explain in a few words the position of the Employers' group on the Draft Programme and Budget for 1994-95.

First of all, the Employers' group of the Conference unanimously and unreservedly supports the position of the Employer members of the Governing Body, as described in paragraphs 5-15 and 522-528 of the report of the Governing Body's Programme, Financial and Administrative Committee. As Chairman Chotard has reminded us, this position was also expressed in the Finance Committee by Miss Mackie, our spokeswoman, as reflected in paragraphs 29-33 of the report.

I will not go into details, which are sufficiently explained in the documents that I have referred to, but I would at this stage like to recall that since the February-March 1992 consultations, the Employer members of the Governing Body, on behalf of all their colleagues, had called for a refocusing of ILO priorities in the field of employment promotion, and for a greater emphasis on training and the development of job-creating enterprises. We also called for a modernization of ILO structures.

In its final form, the programme and budget certainly contain some interesting elements, particularly when it comes to better adapting the Organization's services to the needs of its members. However, the proposal has not come close enough to what we had requested. That is why, as our spokesperson has already pointed out, our position makes it impossible for us unreservedly to approve or categorically to reject the report, and we therefore abstained.

I would like here energetically to assert that the Employers support the International Labour Organization, that they recognize its historic role and that they want its work to be commensurate with the social challenges we face at the end of the twentieth century. It is in this spirit that we have prepared a document on an in-depth reform of the ILO which should be understood as a mark of our interest in the future of the Organization. It should be considered neither as an attack against persons or groups nor as a rejection of the fundamental principles of the ILO. It has been extensively commented on – and not always favourably – sometimes by some who have not read the document or not read it closely enough. This is why I hope very much that those of my fellow employer delegates who have not yet done so will communicate the document to their government and worker delegations. I trust they will recognize that this development is a sincere effort to propose to our partners certain reforms of the ILO, and an invitation to dialogue and reflection. I hope that it will be read in an objective and unprejudiced manner.

We know that some of the ideas we have advanced reflect the concerns of many colleagues in the other groups, as well as the concerns of the Director-General, who announced that he would devote his 1994 report to reflection on the future of the Organization.

Reforms in the functioning of the Governing Body and of the Conference are, we believe, only the start of a more far-reaching process. We therefore hope that the preparation of the next programme and budget will take into account the views of each group, and thus be approved unanimously and without reservations. For the moment, in order to mark our confidence in the International Labour Organization, in view of the significance of a vote of abstention, and in order to show that we do not intend to prevent the adoption of the proposals, or to obstruct the work of the Organization, the Employers' delegate as a whole will vote for the present budget. This, of course, does not imply any substantive change in the reservations that we had presented in February and March, or in our determination to press for reform in the most appropriate manner in future.

Original French: Mr. ZAPOROJAN *(Government delegate, Moldova)* – I would like to refer to the rate of assessment for contributions of the Republic of Moldova to the Organization's budget for 1992-93. This is of critical importance for the development of cooperation between our country and the Organization.

Since the international financial institutions – the International Monetary Fund, the International Bank for Reconstruction and Development and other organizations – have not concluded their evaluation of our per capita gross national product, which serves as a basis for the calculation of the rate of assessment of contributions to the Organization, and given the economic and financial situation in Moldova which is extremely difficult, the Finance Committee which met on 11 June 1993 was asked by Mr. Dumitru Nidelcu, the Minister of Labour and Social Protection of the Moldovan Republic, provisionally to suspend for the next two years, the payment of Moldova's assessed contribution until such time as the above-mentioned international financial organizations have completed their consideration of the adjustment of our national statistics to international standards and have completed their new calculations.

On behalf of our Government I therefore ask for your assistance and support for this request which will enable us to mobilize our modest financial resources and to focus them on social security, particularly for the most disadvantaged sectors of our population.

Mr. JONZON *(Government delegate, Sweden)* – During the next biennium, we will celebrate the 75th anniversary of the ILO. That is an important event and we should take it seriously.

And, I think we should take the opportunity and be a little bit self-critical – in a constructive way. We should question ourselves, our dogmas and commands. No one should be afraid of that, because if we really believe in them this should be a totally risk-free exercise. But also, if we believe in them – which I do – we might be able to find or develop new insights and make progress in terms of our aims and means.

There is very little of such a reflective approach in the budget, and I would therefore like to raise a few matters for your consideration.

The world has changed and today there are more actors than ever on the international stage dealing with the same matters as the ILO.

That means a situation of competition which did not exist too long ago and that puts additional requirements on the Organization and on us delegates. Rather than to rely on the fact that and repeat that the ILO, within the United Nations, has been given a specific mandate, etc., that the ILO is an august body, etc. or that the ILO has a certain pluralistic approach in its work, we should show that the ILO is the most relevant, the most competent and the most innovative of all actors regarding economic and social affairs.

Competition also means that the ILO in order to survive has always to be in the forefront regarding ideas and ways of implementing them. The ILO should strive to be the leading body on international economic, social and development matters, not because of formalities or history, but due to competence because that is the only thing that counts in the long run.

The ILO should therefore not only take time to look at its own work but also take stock of experience, opinions and research under way elsewhere in the academic and international communities in order to review the issues which are emerging and the new approaches which are developing.

Such a stock-taking exercise will also help us to examine our own work, to think about new ways of mobilizing the constituency of the ILO and even new constituencies which might be mobilized. It could raise the profile, explore new approaches and issues both in analyses and design of policy.

The whole United Nations system for technical cooperation is undergoing a radical change and is moving in a completely new direction from a few years ago.

How can the ILO cope with that challenge? Because it is a challenge – not a threat.

We know that one effect of the new direction is that the extrabudgetary resources devoted to the specialized agencies will be considerably reduced. Well, we then, of course, have to fight to get the market share we need and deserve.

And how do we obtain it?

First of all – perhaps a minor point, which however should not be totally disregarded – and that is the way project proposals are presented to donors. There is a clear tendency to magnify trifles, and by fluffy, wordy descriptions make a show of small projects being able to influence a lot of circumstances not directly related to the project.

Thereby the proposals become vague and difficult to grasp for potential donors. When the outer appearance has been removed, the rhetoric and ornaments discarded, even good and original ideas may be regarded as rather petty.

Donors do not necessarily request projects where the intended results can be quantified – but proposals have to be comprehensible and explicit. There is nothing more important than clarity!

But more essential than the presentation of project proposals is, of course, the whole approach to the problems we are dealing with.

There are expressions of objectives and priorities in the budget – but they are in reality so many and often so general that it is impossible to monitor performance. There are no indications of relatively low priorities or of resource requirements in the various programmes. Nor is there any discussion of the impact of extrabudgetary resources, except that there is a reduction of these sources and that this will have severe consequences.

What is needed is a more coherent and consistent budget with a much clearer presentation of what will be achieved during the next two years. There is also a strong need for more transparency to make it possible to monitor what is going on.

Such a development would raise the quality of debate and as a result also governance from the Governing Body and make it possible for the Governing Body to offer a substantive input to the work of the Organization.

What is said about poverty alleviation is, to my understanding too vague. Where is the vision? Where is the integrated and comprehensive ideas desperately needed to approach such a vast problem?

We know that the past decade has brought more degrading poverty, and in a changing world, the lives of the poor are static. In a world full of hope, they are fated to despair.

That refers in particular to women.

More often than not, life for rural women is still governed by necessity – the daily quest for food, water and fuel, and the ceaseless work in the fields and at home. The miseries endured by countless millions of rural women in the world remain. Poverty is the great oppressor bearing down on women's lives.

Across the world, young girls tend to be fed less, pulled out of school earlier, forced into hard labour sooner and given less medical care than boys. And as grown-ups they will find that bearing children is a routine function of their lives.

The present ILO approach to problems caused by poverty is difficult to characterize, but I think, if I may be somewhat provocative, that there is too much of a defensive orientation.

To my understanding, it is more important than ever for the ILO to focus on the underlying causes of labour and social problems and indeed poverty. Emphasis should be put on the relation between poverty and the structural and qualitative aspects of growth, and on the issue of how anti-poverty programmes can be conceived and made a primary policy objective of adjustment policies.

It is important to work out a comprehensive and integrated strategy – multidisciplinary strategy if you prefer to call it that – not only multidisciplinary teams, but a strategy where the hierarchy of priorities are clear and where there is balance and mutual support between different components of policy. Thereby changes in one area can be made to promote the interests of the poor by simultaneously introducing changes in other areas. Such an integrated approach, where various components reinforce each other, is to a great extent lacking.

It is often said that the ILO should cooperate with the Bretton Woods institutions and I fully agree to that. But in order to have an impact on other international bodies within or outside the United Nations, and to have an impact on the current debate on economic, social and poverty matters, it is essential to develop continuously new ideas and, through evaluation and research, make the old ones more solid. The ILO should, much more actively, participate in the debate on the causal links between stabilization and structural adjustment and poverty.

The "great plan" is dead and buried; "the magic idea" is difficult to come up with, but with a clear vision for the whole Office to centre on, a vision which is not only the lowest common denominator of the three groups but something that intellectually and practically challenges both governments, employers and workers. I am convinced that the ILO outside this room will be looked upon as THE leading actor on social and poverty matters. But prominence requires a lot of analytical effort, a lot of thinking and a lot of research. Policy advice has to be based on knowledge developed within the Organization – a knowledge that is constantly questioned by ourselves and constantly renewed and adapted to changing circumstances. The new complexities in this world call for more integration between research and technical cooperation.

I am aware of the risk of my observations being interpreted as negative, but they are not. My delegation appreciates what the ILO does and strongly supports the Organization. But nothing in this world is perfect and there is always room for improvement.

I am also convinced that with more of a coherent approach towards the roots of poverty, the ILO will be able to show solidarity with the poor nations and with the poorest of the poor – women, men and children.

So I do hope that during the next biennium the first steps towards such a visionary strategy will be taken and that we, some years from now, can look back to the 75th anniversary as the beginning of a very important era for the ILO.

Finally, there is no difference here between the ILO and any national or international company or organization. To keep the empire functioning efficiently and smoothly, make sure that your staff is of the highest possible quality, that there is a strong work ethic, constant communication and decisiveness and a management philosophy that rewards people for looking beyond their borders – those with imagination who dare take risks and question also the dogmas.

As always, we have to be humble in our attitudes but forceful in our efforts, and indeed we have to be obsessed with the idea of success!

Mrs. CARR *(Workers' delegate, Canada)* – I would like to add to the remarks I made this morning before discussing the programme and budget, by expressing our sincere thanks as workers to the Chairman of this Committee who has handled it so well for us, brother Vanni. We would like to thank him for his courage in being on this Committee on our behalf and for upholding the principles in which we believe so firmly.

On behalf of the Workers' group, I would like to fully support and commend the Programme and Budget proposals for the next biennium. In doing so, I would like to reiterate some of the major considerations of the Workers' group in our discussions of the proposed Programme and Budget.

We have to ensure that our Programme and Budget continues to reflect clearly and unambiguously the social mandate of the ILO within the United Nations family. And that means that we must see to it that the resources and programmes proposed for future ILO action should not be allowed to drift away from this basic concept and become confused with activities and objectives that are not of a specifically social nature, and therefore within the competence of other United Nations agencies.

The Workers' group is reasonably satisfied that the proposals before us adhere to that basic principle, although we will have to remain alert and self-critical in this regard.

The ILO is the only institution of its kind with a clear and explicit mandate to promote tripartism, internationally as well as nationally. In this context, we feel that the role to be given, as of the next biennium, to the new programme of active partnership and to the multi-disciplinary teams will be crucial.

We are therefore very pleased that the proposed budget will provide the resources needed for an adequate implementation of this new system, which is designed to promote effective tripartite participation in the ILO's work particularly in the field and in the regions. This is indeed of crucial importance to all of us in this Organization.

It was therefore essential to make sure that we take no half-measures in support of this new initiative in terms of the means required to give it a solid and successful start in the next biennium. Here again, the Workers' group is quite satisfied that the proposals before us go as far as they can, bearing in mind the severe budgetary constraints within which we will once again have to work during the next biennium.

This brings me to my third point. I would like to mention here that the Workers' group is certainly not alone in hoping fervently that a zero growth budget will never again be imposed on the ILO.

Together with working people all over the world, this Organization finds itself in a critical period of new challenges, increasing pressure and obligations and growing problems in the world of work. It simply does not make sense any more to believe that the ILO can continue to face these responsibilities, and to play and defend its unique role within the United Nations system, on the basis of successive zero-growth – successive-zero growth budgets biennium after biennium.

If we look at the figures, we will see that even the zero growth is not maintained, and that there is in reality a decrease in the resources available to this Organization to play its crucial role.

We appeal to the governments represented here and all the governments who are not represented here to pay their contribution to this Organization on time and in full. We realize that this is not the time and place to debate this issue, but we wanted to express our opinion that we cannot continue with zero growth as a principle, let alone a philosophy.

But having said this, Mr. President, on behalf of the Workers' group, we will support this fully and unanimously.

Original Russian: Mr. SLIPTCHENKO *(Government adviser and substitute delegate, Ukraine)* – I have asked for the floor to make a very short statement confirming the position of Ukraine with regard to its contribution for 1994. I won't repeat here all the arguments which we have already put forward on this topic in the Finance Committee. These are adequately reflected in *Provisional Record* No. 17 (paragraphs 11 and 15 of the third report). I would like to thank Mr. Chotard in his joint capacity as Chairman and Reporter and also the members of the secretariat who helped us in this.

On the basis of the arguments we have put forward, we are unfortunately unable to support the proposed scale of contributions for 1994, and if this proposal is put to the vote here today we shall vote against it.

Original Arabic: The PRESIDENT – We now move to the adoption of the second and third reports. The adoption of the second report entails the adoption of the summary of the discussions that took place in the Committee, contained in paragraphs 1 to 68, as well as the five resolutions which appear at the end of the report. Are there any objections? If not I shall consider that paragraphs 1 to 68 of the report are adopted.

(The second report, paragraphs 1 to 68, is adopted.)

Resolution concerning outstanding debts of member States and the right to vote

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolution concerning outstanding debts of member States and the right to vote is adopted?

(The resolution is adopted.)

Resolution concerning a change in treatment of income from sales of publications

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolution concerning a change in the treatment of income from sales of publications is adopted?

(The resolution is adopted.)

Resolution concerning the Working Capital Fund

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolution concerning the Working Capital Fund is adopted?

(The resolution is adopted.)

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolution concerning the composition of the Administrative Tribunal of the International Labour Organization is adopted?

(The resolution is adopted.)

Resolution concerning the proposed gift of land by the Government of Pakistan for ILO premises in Islamabad

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolution concerning the proposed gift of land by the Government of Pakistan for ILO premises in Islamabad is adopted?

(The resolution is adopted.)

Original Arabic: The PRESIDENT – We now move to the adoption of the third report. This entails the adoption of the summary of the discussions that took place in the Committee, that is paragraphs 1 to 25, and the resolutions which are appended to the report as well as Appendices II to V.

Firstly, if there are no objections, may I consider that paragraphs 1 to 25 of the report are adopted?

(The third report, paragraphs 1 to 25, is adopted.)

Resolution concerning the assessment of the 1991 and 1992 contributions of new member States

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolution concerning the assessment of the 1991 and 1992 contributions of new member States is adopted?

(The resolution is adopted.)

Resolutions concerning assessment of the 1993 contributions of new member States

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolutions concerning assessment of the 1993 contributions of new member States are adopted?

(The resolutions are adopted.)

Resolution concerning the scale of assessment of contributions for 1994

Original Arabic: The PRESIDENT – If there are no objections, may I consider that the resolution concerning the scale of assessment of contributions for 1994 is adopted?

(The resolution is adopted.)

Resolution concerning the adoption of the Programme and Budget for 1994-95 and the allocation of the budget of income among member States

Original Arabic: The PRESIDENT – With regard to the adoption of the resolution concerning the adoption of the Programme and Budget for 1994-95 and the allocation of the budget of income among member States, this resolution will be the subject of a record vote which will take place on Wednesday, 16 June, in the morning at a time to be announced in the *Daily Bulletin*.

Original Arabic: The PRESIDENT – We now move to the adoption of the appendices. May I take it that the appendices are adopted?

(The appendices are adopted.)

Original Arabic: The PRESIDENT – It remains for me to thank the Chairman, the Vice-Chairmen and all the other members of the Committee, and the Secretariat for the excellent work they have done.

Report of the Standing Orders Committee: Submission, discussion and adoption

Original Arabic: The PRESIDENT – I give the floor to Mr. Mircea, Government adviser, Romania; Chairman and Reporter of the Standing Orders Committee.

Original French: Mr. MIRCEA *(Government adviser, Romania, Chairman and Reporter of the Standing Orders Committee)* – I have the honour to submit to the Conference the report of the Standing Orders Committee. You will find this at the end of *Provisional Record* No. 11. It is brief, as was the work of the Committee, which had just one busy sitting on 3 June. The brevity of the meeting testifies to quality of the preparatory work done by the Governing Body Working Party, chaired by the distinguished Government representative of Canada, Mrs. Caron, during the course of three successive sittings, with the highly qualified assistance of the ILO Secretariat, particularly the Legal Adviser, Mr Maupain, and his colleagues.

That intensive work made it possible, following mutual concessions, to arrive at a set of solutions which enjoyed the unanimous support of all groups. It remained for the Standing Orders Committee only to verify whether the texts, carefully prepared by the Standing Orders Committee of the Governing Body, would make it possible to achieve their objectives in technical and legal terms.

I would like to conclude these introductory remarks by warmly thanking the Vice-Chairmen, Miss Hak, Employers' delegate from the Netherlands, and Mr. Ahmed, Workers' delegate from Pakistan, whose unstinting cooperation went far towards facilitating the Committee's work. The brevity of the report does not do justice to the considerable importance, the historic importance, of what it seeks to implement. So that the Conference will be fully aware of this report's scope, I should like to address its contents and place them in the context of the scheduled reforms of the Organization.

Notwithstanding the innumerable changes that have been made over time to the Standing Orders of the Conference, the Conference has remained almost unchanged since the outset. Invariably, the Conference began on a Wednesday, and lasted three weeks (or even longer, in the early days). Every session had the full range of committees, including the Selection Committee which met every day, as well as the Resolutions Committee.

This way of proceeding overlooked modern technical means which make it possible to conduct consultations without the need for physical presence of all the delegates, many of whom face time constraints owing to their responsibilities at the national level.

In this context, the idea was to shorten the Conference on the one hand, so as not to discourage high-level national officials from coming to the Conference and contributing their experience to lighten and rationalize the Conference, by concentrating its work on the essential points of the Organization's mandate, in other words its technical and standards-setting activities, eliminating other tasks, and particularly those that belong more properly with the Organization's administration.

As concerns the shortening of the Conference, the idea is, as you know, for each session to begin on Tuesday morning, at 11 a.m., and to end on Friday of the third week, followed immediately, on Saturday, by the post-Conference meeting of the Governing Body. This would mean a reduction of four days in comparison with the 1991, 1992 and 1993 Sessions, and of five days when compared with the traditional sessions of previous years. It is important to note that this reduction will not reduce the time available for the technical committees. This reform will not require a direct amendment of the Standing Orders and will therefore go into force as of the next session of the Conference, in 1994. It will certainly require much self-discipline on the part of delegates, and even more meticulous care in the preparations undertaken by the Office.

The Working Party emphasized the preparatory measures which will be necessary to ensure that this reduction in the length of the Conference will not jeopardize the quality of its work.

The second change concerns a lightening of the work of the Conference. There are two aspects to this. The first concerns the consolidation of the various reports which the Conference discusses in the plenary sittings. Under the present Standing Orders, the Conference has before it each year the report of the Director-General on the Organization's activities, the report of the Governing Body, and every two years, in the non-budgetary years, a report on programme implementation. It has become clear that these various reports to a large extent overlap, and that it would be much more rational and economical to have a single consolidated report in non-budgetary years, covering the whole range of the Organization's activities, the effect given to the Conference resolutions and the implementation of the programme over the past financial period.

There are two significant measures which complement this reform. First, the Chairman of the Governing Body will continue to present an oral report at the start of the general discussion every year. Secondly, and this is particularly to be emphasized, the Standing Orders Committee of the Governing Body has specified that even in the budgetary years, when there is no activities report before the Conference, the Conference will nevertheless continue to have before it all the reports which it has requested the Director-General to present on an annual basis.

That is, for example, the case of the Director-General's Report on the situation of workers in the occupied Arab territories.

Specifically, these various reforms entail amendments to article 11*bis*, to eliminate paragraphs 2 and 3 concerning the programme implementation report; to article 12, to replace the reference to the Reports of the Director-General and of the Governing Body with a reference to the new consolidated report; and to article 25, to take account of the fact that the Governing Body report will no longer be a written report, but an oral report.

The second change concerns the Resolutions Committee. The Working Party and the Governing Body agree that the Resolutions Committee should meet only once every two years, in non-budgetary years. This is a very important reform. Again, it is accompanied by two significant adjustments.

First of all, it is envisaged that in every other year, i.e. the budgetary years, the Conference will continue to accept resolutions of an urgent nature, as provided for in article 17(2) of the Standing Orders; it was agreed in the Working Party that the notion of urgency should be understood in the light of the new context.

Secondly, doing away with resolutions in budgetary years will be compensated by a strengthening of the standard-setting activities, since the Conference should ensure that the review of existing standards will replace the general discussions which, at present, are on its agenda. You will see on reading the report that the spokesman of the Workers emphasized in this regard the importance for them of this objective, and that the Canadian representative, Mrs. Caron, who chaired the Working Party, once again emphasized the importance of paragraph 13 of the report.

This reform requires a modification of article 17, paragraph 1, in order to make it clear that the resolutions will be receivable only in the non-budgetary years, or, in the terminology of the Standing Orders, on the occasion of a session preceding the beginning of a biennial financial period, and a modification of paragraph 2, in order to specify the conditions in which resolutions of an urgent nature will be dealt with in a budgetary year, as well as in non-budgetary years.

A minor amendment is made to paragraph 6 to specify the date by which the Standing Orders Committee must terminate its work, within the framework of the Conference's new timetable.

In conclusion, it might be worth emphasizing that this very substantial reform of the Conference does not end the projected reform of functioning of the Organization. As many of you already know, the Governing Body has decided to undertake its own major reform, entrusting it to the same person who has successfully led the reforms of the Conference. The reforms of the Governing Body will supplement and strengthen the reforms of the Conference itself.

One example of this synergy is that by moving up the date by which the Governing Body decides the Conference's agenda, the Office and the member States will have more time to undertake their preparatory work for the preparation of international labour standards, whose quality can thus be expected to improve.

Another example is the abolition of the May session of the Governing Body; this will be especially appreciated by delegates who are also Governing Body members, and who in the past have been discouraged by the prospect of spending five consecutive weeks in Geneva.

We may hope that the Organization, thus rejuvenated, will be better equipped to confront the formidable challenges facing it and to seize the major opportunities that the next century, which is so soon upon us, will offer.

In the light of these facts, which it seemed to me useful to mention as a background for the text that is now before you, we recommend that the Conference approve the amendments which appear in paragraph 14 of the report, as well as the note appearing in paragraph 15, concerning adjustments to the application of the Standing Orders to the Maritime Sessions of the International Labour Conference.

Mrs. CARR *(Workers' delegate, Canada)* – I am going to say a few remarks to you, but before I do that I would like to say to you that our brother from the Workers' group, Brother Khurshid Ahmed, who is our spokesman, was called home very suddenly owing to a death in the family. On his behalf, I would like simply to indicate to you that the Workers' group supports the report of the Standing Orders Committee and, particularly, the fruitful discussion regarding the restructuring of the Conference which was held in the Governing Body and the conclusions thereafter. And we are very pleased with the way that this particular group worked together so well, with the confidence which prevailed between the three groups on the conclusions, and with how we were able to come to those conclusions and, obviously, also get them adopted.

We also are pleased to note that next year we will have the benefit of the new process and, as usual, we are going to beg everyone to make sure that they understand that it will be a process which may, for some, be difficult to adapt to. Nevertheless, we ask that you continue to keep the faith and we will try to proceed through this new process as quickly and as easily as possible.

The Workers' group happens to believe that, in fact, we are moving in the right direction but at the same time we express our reservations or concern that this should not be at the expense of the work or the objectives that we want to realize – that all of us want to realize – in this Conference. In our opinion, we will all have to work harder and make sure that we can complete our work on time within the new time-frame, and in particular with the assistance of electronic voting and a few other things that we were able to recommend. It is important that we should be able to complete our work. It is hoped that this work can be completed without too much disruption and, within that framework, we support the adoption of the Committee's report.

Original Arabic: The PRESIDENT – We now move to the adoption of paragraphs 1 to 13, and of the amendments to the Standing Orders proposed in paragraphs 14 and 15 of the report. Are there any comments on paragraphs 1 to 13? If not, I shall consider that paragraphs 1 to 13 of the report are adopted.

(Paragraphs 1 to 13 are adopted.)

Original Arabic: The PRESIDENT – May I take it that the amendments to articles 11*bis*, 12, 17 and 25, proposed in paragraph 14, as well as the Note for Maritime Sessions of the Conference, which appears in paragraph 15 of the report, are adopted?

(The report and amendments are adopted.)

Original Arabic: The PRESIDENT – I should like to thank the Chairman, the Vice-Chairmen and all the other members of the Committee on Standing Orders for their excellent work.

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Arabic: The PRESIDENT – We now move to the next item of the agenda, the discussion on the Reports of the Governing Body and of the Director-General.

Original Arabic: Mr. M. KHALIL *(Minister of Social Affairs, Tunisia)* – In the name of God, the Merciful, the Compassionate! I should first like to offer my warmest congratulations to His Excellency, Minister Abdel-Hak, on his election to the chair of the 80th Session of the International Labour Conference and to tell him, on my own behalf and on behalf of my country's delegation, of the honour and pleasure that his elevation to that high office affords us as Arabs and Africans. We trust that his experience, skill and farsightedness will enable him to guide our proceedings to a successful conclusion.

I also take this opportunity to congratulate the Director-General, Mr. Michel Hansenne, on his re-election as executive head of the International Labour Office and on the renewed confidence shown in him by the Members of the Organization. I wish him every success in his difficult and sensitive task.

The International Labour Organization is preparing to celebrate its 75th anniversary. We all have reason to be proud of this venerable international body and to commend its achievements, especially in respect of labour standards and technical cooperation, which have had a far-reaching impact on the development of human resources and of basic human rights.

Our Organization, which spearheaded the defence of these rights by establishing labour standards and setting up a machinery to monitor their observance, must take steps at this delicate juncture in its history to devise modern methods of technical cooperation that take into account the pressing needs of developing countries and the changes that have taken place in the world.

In this connection, we feel that many middle-income developing countries such as Tunisia are still very much in need of technical cooperation programmes that take into account progress made in strengthening democracy, social dialogue, social protection and the integration of groups that failed to reap the benefits of general growth. These are aims that our Organization has always sought to achieve.

We consider that the ILO has an important role to play in strengthening cooperation among developing countries in the social field, a policy unanimously endorsed by the non-aligned countries and adopted in the Tunis Declaration issued by the Fourth Conference of Ministers of Labour of the Non-Aligned Countries and in the declaration of the Jakarta summit, in which the countries concerned reaffirmed the need to boost the ILO's resources so that it can support cooperation among developing countries so that they can draw on the expertise available in those countries and on the experience of the countries of the South in alleviating the social consequences of economic pressures.

In this connection, the ILO, thanks to its rich experience and moral standing, is capable of proposing new forms of funding for technical cooperation or supporting initiatives that advance that aim, such as the proposal of the President of Tunisia concerning the rescheduling of debt and the use of the resources thus released to promote employment.

The need for effective economic policies and to modernize production techniques in order to meet the many challenges arising from the world economic situation has tended to have an adverse impact on social policy or to curb the ambitions of many countries to increase their living standards quickly.

To remedy this situation, the path of democracy must be followed in relations with the different social partners. In Tunisia, we have recently had a new round of collective bargaining on wages and conditions of work, as well as far-reaching consultations on a revision of the Labour Code. This has had the effect of strengthening social dialogue and promoting a climate of trust among the social partners themselves and between them and the Government. As a result, agreement has been reached on considerable salary increases over a three-year period and on changes in labour legislation with a view to protecting workers' acquired rights and at the same time consolidating the productive capacity of enterprises. Our aim in this is to promote convergence and interaction between social and economic policies in the interests of overall development.

We take pride in the fact that social protection is a priority policy of the Tunisian Government because we are convinced that we cannot constitute a civil society without solidarity among all groups and generations and without a fair distribution of the country's income and resources. I therefore take this opportunity to thank the Director-General for having chosen as the theme for this year's Report *Social insurance and social protection*, at a time when many countries, including Tunisia, are reviewing their social security schemes in order to adapt them to social and economic changes.

Since 7 November 1987, which marked a turning point in our country, Tunisia has been consolidating this trend, as witnessed by the increase in the number of members of the different social security schemes and the increase in social security expenditure, which accounts for 4.25 per cent of GDP. Major changes in this sector are expected under the eighth five-year plan (1992-96), for example an increase in effective social security coverage to 75 per cent in 1996, improvements in the sector's infrastructure and management techniques, promotion of decentralization and furtherance of the role of social security institutions in achieving national objectives, chief among which are the promotion of employment and attention to the needs of vulnerable groups and needy families.

These aims underlay President Ben Ali's initiative designed to ensure that mutual support and solidarity are given proper attention, inasmuch as the success of the development process depends on concerted action on the part of a people moved by solidarity and free from discrimination and marginalization.

The President has approved a national programme for needy families and the establishment of a national solidarity fund. He has called on all Tunisians to make voluntary contributions to help finance large-scale social projets designed to reduce poverty and narrow the social gaps between individuals and between regions.

During this session, the international community is addressing issues relating to the protection of mankind from the scourge of poverty and the many adverse consequences of the new international economic situation. We would like to draw attention to the tragedy of Palestinian workers, who are daily the victims of violations of their human rights. We wish to appeal to the conscience of the world in order to alert it to this dangerous situation, which shows every sign of continuing until such time as the international community takes a decisive stand on behalf of justice, legitimacy and human rights.

Unfortunately, the Palestinians are not the only people suffering in the world today. We all have a responsibility to work for the elimination of apartheid and likewise of the new phenomenon of ethnic cleansing of the Muslim people in Bosnia and Herzegovina.

Our commitment to the ILO stems from our belief in its principles and Conventions, which defend human rights, human dignity and non-discrimination and seek to promote better working conditions and higher salaries consistent with respect for these basic rights.

We expect much from this distinguished Organization in terms of ensuring that the values of justice between nations and different social strata really prevail. In return, we reaffirm Tunisia's commitment to respect the Organization's instruments and to help it to cross the threshold of the twenty-first century as smoothly as possible.

(Mr. Tabani takes the Chair.)

Mr. ROZENDAL *(Minister of Labour and Social Affairs for the Netherlands Antilles, Netherlands)* – Allow me first of all to join the preceding speakers in expressing to the President, and to the other officers of the Conference, my most sincere congratulations on their election at this 80th Session of the International Labour Conference. I am convinced that under their able leadership our work will be crowned with success and we will attain all the objectives we have set ourselves.

I should, before going any further, give credit to the Director-General and his fine staff for the clarity of his thought-provoking Report entitled *Social insurance and social protection.*

The Report in its entirety is instructive, offering us a sound overview of the main features of the social security schemes, their objectives and constraints. The Director-General reminds us in his Report that access to social protection is a basic human right, as well as a measure of human welfare.

The Government of the Netherlands Antilles, which is a non-metropolitan territory of the Kingdom of the Netherlands, fully realizes the importance of this observation.

It is a sure sign of good governance to extend coverage of social security and health care programmes to the workers, and the population segments who need it the most.

In fact, the social security bank of the Netherlands Antilles is now in the process of being reorganized in order to be able to operate even more efficiently, both as to the payment of the benefits and the collection of social insurance contributions.

This session of the International Labour Conference once again has a very important agenda. Two issues in particular have captured the attention of the Government of the Netherlands Antilles.

Firstly, we are interested in the item concerning part-time work. As of last year, the Government of the Netherlands Antilles started to explore the possibilities of promoting part-time work, and removing the barriers to it. Our labour policy is geared towards encouraging flexibility on the labour market, and creating equal job opportunities for men and women alike. Women in particular can benefit from expanding opportunities for part-time work.

I also feel that flexibility in the work schedule might lead to a more efficient allocation of human resources. For the workers it might mean a better allocation of working time and help combine employment with family obligations.

To the Netherlands Antilles, formalization of part-time work is a new concept, and an international instrument on part-time work might give us some valuable guidelines on adjusting our national legislation.

The second important issue for us is the prevention of industrial disasters, now in its second discussion. As the production, storage and use of hazardous substances has increased globally, the potential for major industrial accidents has become more significant. Even on our relatively unspoilt sunny Caribbean islands we have industrial installations, which might create hazardous situations not only for the workers concerned, but also for the population living in the vicinity of the installations. Let me mention, by way of example, the giant oil refinery on the island of Curacão. It is fortunate that the management of this refinery is very mindful of safety aspects and strict in imposing its safety rules and regulations, making the installation one of the safest of its kind in the world.

In my capacity as Minister of Labour and Social Affairs for the Netherlands Antilles, I would like to refer to some aspects of our labour policy in relation to the ILO.

After a long period of economic depression in the mid-1980s, the Netherlands Antilles are now experiencing a relatively positive economic development. Events on the labour market reflect this trend, with a decrease of unemployment and an increase of new jobs. Nevertheless, youth unemployment remains unacceptably high. The Government, trade, industry and the trade unions together must address this problem by making a concerted policy effort in, for instance, the fields of education and vocational training for young unemployed persons. Also, there even seems to be an increasing shortage of skilled labour in certain specialized areas.

For dealing with our labour market, the Government of the Netherlands Antilles adheres to the ILO principle of tripartism and shared responsibility in this matter. As early as 1966 a socio-economic council was installed on a tripartite basis on the Netherlands Antilles with the aim of advising the Government in its socio-economic policy. Over the years, the socio-economic council has proved to be a valuable partner in policy-making.

In fact, last month another consultative body was established in Curacão, the so called "Foundation of labour". This in essence is a bipartite body consisting of employers' and workers' representatives with the goal of promoting dialogue between workers and employers on labour issues, coordinating their viewpoints and finding common ground. The Government of the Netherlands Antilles welcomes the contributions of this new forum.

This year promises to be one of the most important years in the history of our country and, in a way, may well mark a dramatic change in the constitutional situation of the Netherlands Antilles. Several islands of the Dutch Caribbean, namely Curacão and Saint Martin, are trying to become autonomous entities within the structure of the Kingdom of the Netherlands, just like Aruba did several years ago.

Shortly, top-level talks of the Kingdom partners will resume on the island of Curacão, laying the actual framework for a new constitutional constellation of the Kingdom of the Netherlands.

The "trade winds" of change will be blowing in the Netherlands Antilles and will possibly be blowing the five islands of this country on their own separate courses.

"Change" is definitely the operative word for the Netherlands Antilles in the year 1993. I should like to conclude by expressing our commitment to the ILO and assure you that its principles will nevertheless not be subject to change.

Original Portuguese: Mr. DA COSTA NETO *(Minister of Public Administration, Employment and Social Security, Angola)* – Allow me, first of all, to express, on behalf of the Government of Angola, the delegation accompanying me, and in my own name, our best wishes to the President on his election to chair this session and for its successful conclusion at a time in which the world is proceeding towards democratization.

Allow me as well to repeat my heartfelt satisfaction at this time for the relevance and profound nature of the subject proposed to us for discussion. Angola did not inherit from its colonial past any real experience in the field of social protection for there was no social security system covering all the workers of our country.

The social security system that we have established is a young one. It was introduced with the support of ILO experts, and in January 1992 we began to identify contributors and beneficiaries.

Within the framework of ILO technical cooperation, we must emphasize the collaboration and technical assistance in the field of social security offered by the Organization to our Ministry in close collaboration with the Angolan Government, which has led to the creation of the necessary conditions starting the social security system in our country.

The administration of social security is a complex matter. We do not have enough capable managers to cover our vast country which, when peace is achieved, will require a decentralization of services. We believe that this cooperation effort should continue so that our Social Security Institute can fully consolidate its management capacities.

As to the role of the ILO in technical cooperation, the ILO must identify the problems of member countries with a view to accomplishing projects with a social and economic impact, while avoiding the scattering of resources and duplication of tasks.

The promotion of employment and the development of human resources must be at the centre of the ILO's concerns, in particular in the context of economic difficulties and structural adjustment measures.

Support must be given to public and private organizations which may, through the achievement of their activities, facilitate job creation. Assistance must be provided in vitalizing programmes which contribute to the technical development of placement centres in line with market needs and possibilities. Vocational training activities must be constantly developed and strengthened. These then are the enormous tasks that countries such as mine propose and feel it possible to achieve with the assistance of the ILO in the near future.

I believe that you are aware of the fact that Angola is experiencing one of the most tragic periods of its history. It is with great consternation and indignation that we see that the situation has come about because for the first time we have conducted free and fair elections in my country, elections which represented for most Angolans the starting point at last towards a future of peace, employment, development and prosperity. However, this dream has not yet become a reality.

Reality in Angola today is unfortunately one of war, hatred, brutality and cruelty. A war which has been engendered by a political military organization which, having lost those elections, which the United Nations considered to be free and just, and in which it agreed to participate freely, has lost sight of the most elementary principles of human civilization and democracy.

More than 344,000 persons have been displaced as a result of the war; there have been thousands of persons directly affected by military combat and drought. More than 30 per cent of the country's city districts have been destroyed and nearly 100,000 persons have died, in addition to extensive destruction of our economic, social and administrative infrastructure. All this has occurred in just eight months. All this has occurred because a political military organization has not accepted the results of multiparty elections that were internationally observed under the supervision of the United Nations, which declared them to be free and just. This is the work of a political military organization which was defeated in the elections of 29 and 30 September 1992. I am speaking of UNITA.

Against such a backdrop, it is not difficult to imagine the real situation which exists in Angola as regards the labour market, vocational training and social security in particular.

From the little which I have described to you, you can appreciate how much the legitimate Government of Angola needs the support and solidarity of each and every Government and institution which you represent. In particular, we appeal here and now to the ILO for the financing and implementation of projects in the sphere of labour administration, the reduction of social suffering and the technical and vocational training of Angolan workers.

The vocational rehabilitation of the disabled, especially as a result of the war, the vocational training of thousands of young persons who want to get a first job even though they have no basic qualifications, the organization and establishment of measures in the sphere of employment policy, the development and extension of social security infrastructure, health protection and job security. All these objectives are essential in my country if we are to avoid a tragic extension of the social disaster brought about by the war in almost all domains of Angolan society. Even the application by my country of many international labour Conventions and resolutions is made practically impossible by the war which UNITA continues to wage.

Today, as never before, the life and dignity of the workers and employers are facing the enormous danger that the values and interests which are universally recognized in the world of work will be totally destroyed.

Help us to save democracy and freedom in Angola.

Original French: Mr. NDASINGWA *(Minister of Labour and Social Affairs, Rwanda)* – The 80th Session of the International Labour Conference gives me the opportunity to speak on behalf of my country before this august gathering, and to pass on to the ILO the cordial greetings of the Rwandan people. My country's presence here testifies to its confidence in this Organization, and also provides an opportunity for us to learn from the extensive experience of the other countries represented here in the sphere of employment and social protection of workers.

Before I go on, I would like to extend to the President and the other Officers our congratulations on his election to guide the discussions of this session of Conference. I would also like to take the opportunity to congratulate the Director-General, Mr. Michel Hansenne, on his re-election. I can assure the President that the Rwandan delegation will cooperate unstintingly in order to contribute to the full success of his work.

I have come to the Conference from Arusha in the United Republic of Tanzania, where I was a member of the Rwandan delegation involved in political negotiations seeking to end the Rwandan conflict.

As you may know, Rwanda has for almost three years been in the throes of a civil war whose origins can be traced back among other things to the problem of the Rwandan refugees. They have been refugees longer than almost anyone else on the continent, and attacked their country to demand a share in power, the establishment of a constitutional State, and a democratic political system. For almost a year, the parties to the dispute have been aware of the need to resolve this fratricidal war through political negotiation. Real progress has been made to the point where, when I left Arusha, the final touches were being made to a peace agreement, which would offer real hope to the Rwandan people and enable them to embark on a better future.

This war has been fought at enormous cost, in terms both of human life and of considerable material loss. Our meagre resources have been swallowed up, resources which could have been devoted to education, health care and other social services. One million people, almost one Rwandan out of seven, have been displaced by the war. And this is not to speak of the loss of jobs resulting from the cessation or slowing down of economic activity in a number of sectors. It goes without saying that the general insecurity has damaged any prospect of new investment.

The peace agreement was negotiated in the presence of the international community, and I would venture here to mention a number of countries and organizations which have helped us from the outset. They include Burundi, Belgium, France, Germany and the United States, and international organizations such as the United Nations and the OAU. The peace agreement requires the support of the international community to keep it alive and implement it. It will require a genuine Marshall Plan for Rwanda for reconstruction and for the social and economic integration of its demobilized soldiers, for whom civilian jobs will have to be found. We also have to contend with the return of refugees, which will necessitate a huge infrastructure programme, as well as occupational training and job-creation.

Under these war conditions, it is obvious that poverty increases and the ordinary worker is always hardest hit. To deal with the economic crisis brought on by the fall in prices of its exports and to re-start our economy, Rwanda has adopted a programme of structural adjustment following negotiations with the Bretton Woods Institution. Everyone is aware of the harsh nature of such programmes, whose benefits may unfortunately not be felt for many years.

In this context and in order to mitigate the negative effects of the structural adjustment programme, Rwanda has begun to set up a national social assistance programme, one of the most important aspects of which is the creation of remunerated employment in rural areas through labour-intensive projects. I would like to take this opportunity to thank the International Labour Office for its contribution to the creation of non-agricultural employment in rural areas. This effort must be continued, in particular with a view to promoting the informal sector and cottage industries which have the potential to create employment. In this way, Rwanda, supported by your Organization can see how necessary it is to draw up a comprehensive policy to promote employment to end unemployment among young persons who account for 60 per cent of the economically active population. Given its lack of natural resources, Rwanda is capitalizing on the development of human resources and we welcome the fact that the promotion of employment and the optimum use of human resources remain one of the ILO's major concerns, in particular at a time of serious economic difficulties and structural adjustment measures, as mentioned in the Director-General's excellent Report *The role of the ILO in technical cooperation*.

With regard to the Director-General's Report *Social insurance and social protection* I would like to point out that social security legislation in Rwanda, in accordance with international social security standards, covers pensions, including old-age, disability and survivor's pensions, benefits in the event of industrial injuries and maternity allowances.

However, due to our level of economic development, some areas, such as unemployment benefit, have not yet been dealt with. In addition, the social security system in Rwanda only covers wage-earners.

Nevertheless, we are about to set up a health care insurance system for wage-earners. Assistance in this project has been provided by the ILO in terms of the project's design, and feasibility studies.

In conclusion, I would like to say that Rwanda remains deeply attached to the Organization, has ratified most of the Conventions concerning fundamental human rights and has institutionalized tripartism which encourages dialogue within labour relations. Given the difficult situation facing my country, as I mentioned at the beginning of my speech, I feel I must sign off by repeating my appeal for international solidarity and cooperation and I call upon you to convey this appeal to your countries and respective organizations. I could not end without paying tribute to the efforts being made to introduce democracy and abolish apartheid in South Africa, which promises a brighter future for the continent and for humanity in general.

Original French: Mrs. CELESTIN SAUREL *(Minister of Social Affairs, Haiti)* – The delegation of Haiti would like to join previous delegations and address, on behalf of the legitimate Government of President Jean-Bertrand Aristide, and in its own name, congratulations to the President on his election to chair the 80th Session of the International Labour Conference. I am convinced that the experience and expertise which he has shown in guiding our debates will lead us to a successful conclusion.

My delegation also extends its congratulations to Mr. Michel Hansenne, not only on his well-deserved re-election to the post of Director-General of the ILO, but for his excellent Report to this session. And to conclude this brief introduction, we should also like to welcome the new States Members of the ILO.

The subjects covered by the Director-General's Report, social insurance and social protection and the role of the ILO in technical cooperation, have been studied very carefully by my Government.

The establishment of a new world order, far from achieving the expected results, has brought with it a rather gloomy outlook. If this new order has been marked on the one hand by the end of the cold war, it has on the other given rise to serious crises, which have had regrettable consequences on the social security and protection systems of many countries, in particular the least advanced ones.

The technological gap between the North and the South and the application of structural adjustment policies, the first effects of which have been a reduction in social expenditure, are all obstacles to a universal expression of the rules of social security and protection.

As the Director-General has rightly emphasized, social protection, seen as one of the basic human rights, requires sustained socio-economic growth, which can be obtained only through the establishment of a State based on the rule of law and in which all human rights are taken into account.

The range of social contingencies set forth in Convention No. 102 and the main labour standards which have resulted from that text allow us to realize the weaknesses of our social security and protection system. In Haiti, we have three public social security institutions: the Office of Occupational Accidents, Diseases and Maternity (OFATMA), the National Office of Old Age Insurance (ONA) and the Public Enterprise for Social Promotion and Housing (EPPLS). There is also a Welfare Institute and a Social Assistance Fund. Legally speaking, this system covers workers in the private sector. Public officials for their part receive a retirement pension only after 25 years of service.

Up until 7 February 1991, date of the investiture of President Jean-Bertrand Aristide, our social security system did not fulfil its true vocation. The description given by the Director-General in his Report of social security bodies in the countries of the Third World coincides with the analysis made by my Government during this period between February-September 1991, and which pointed to unhealthy management, the absence of any structures to guarantee financing on the basis of distribution, the absence of any machinery to guarantee the indexation of benefits in line with the cost of living and the practice of illicit gain.

This is very briefly the situation which my Government inherited.

In such a situation, we had a veritable challenge before us, namely the duty of establishing social justice in the country and thereby contributing to the harmonization of social relations.

You will agree with me that the seven months of my Government were not sufficient to resolve these problems which, far from being transitory and economic, are of a structural kind.

However, many efforts were made to overcome these social evils. Thus the ministry which I head had set up committees to restructure the bodies which I have mentioned. The first measures consisted of their reorganization. In fact, salaries of officials absorbed some 75 per cent of the operating budgets and it was essential to reduce administrative and operating costs to a minimum so as to protect the long-term results of the management of funds. The main concern of my Government in this sphere is to establish a new social security policy based on fair distribution.

During our seven months in power, we requested technical cooperation from the ILO to help us tackle the difficulties which faced us and to achieve our goal – socio-economic change.

These measures may at first glance seem acceptable. However they conflicted with the interests of the economically powerful classes which are always hostile to even minor changes aimed at achieving a more efficient distribution of national wealth. Social and economic inequality in Haiti is deep-rooted. Mr. Kearney, the representative of the International Textile, Garment and Leather Workers' Federation on 4 July said that during the 1980s, Haiti had become the third largest exporter of ready-made clothes to the United States, Central America and the Caribbean, with a 14 per cent annual increase in exports. However, wages in the best enterprises in the clothing industry amounted to US$1.11 per day. After a working day of nine hours a worker would be left with a mere 37 centimes in his pocket, having spent 44 centimes on travel and 32 centimes on food. It was hardly surprising that most families depended on bread and the water from sugar cane for nourishment.

The rich, the allies of the corrupt military whose expenditure accounts for 40 per cent of the national budget, have put an end to our first democratic experiment by toppling President Aristide in a bloody coup which left more than 3,500 people dead and hundreds of thousands of displaced persons, refugees and unemployed.

It goes without saying that the reforms started by my Government have been swept aside. The social conditions of workers and vulnerable sectors of the population have declined considerably during the 20 months of repressive government. The fact that the people of Haiti have been taken hostage by a handful of men and that 5 per cent of the population enjoy more than 90 per cent of national income mean that citizens are far from willing to cooperate and cooperation is the basis of social protection.

The social security and social protection system of a country is often an indication of the way in which national income is distributed, which in addition, also depends on the nature of the political regime. The way in which we govern can inspire the necessary confidence in social arrangements, according to the Director-General in his Report. This other way of governing had been followed by my Government whose policies were based on the principles of justice, transparency and participation.

In conclusion, the prospects, even after the reinstatement of the legitimate president, are gloomy, due to the reasons I have just mentioned. The priority of my Government, once returned to power, will be to restore social justice in the country. When implementing its programme aimed at restoring social justice, my Government will urgently need the ILO's technical support. The people of Haiti, despite some setbacks, have never surrendered, and wants to rebuild its country and ensure a prosperous future for the future generation. It is also hoping for support from the international community and help in overcoming certain obstacles which are sapping its energy.

Original Spanish: Mr. ROSALES ARGUELLO *(Minister of Labour, Nicaragua)* – It is a great honour for me to have this opportunity to address this august assembly on the occasion of the 80th Session of the International Labour Conference. In particular, I should like to extend my congratulations to the President on his well-deserved election.

We could make a number of observations and comments about the Director-General's Report. We fully share its historical and sociological analysis of social insurance and social protection as well as the pertinent questions and points of criticism which it raised.

Account must be taken of the realities of the developing countries and in particular, those of Nicaragua where are emerging from a centralized economy and totalitarian-style State towards a free social market economy in which we are applying a structural adjustment and economic stabilization plan.

We have faith in this plan and have already been able to reduce our hyperinflation to zero and then to single-digit figures.

The objectives proposed by the Director-General are practically impossible to achieve and belong to the realms of utopia. They may be considered as final and ultimate objectives, although even these objectives too would have to be amended on the way to our final goal.

As regards the development and consolidation of social insurance and social protection schemes, we fully agree that this is a fundamental objective to be pursued by all developing countries.

Our social security scheme began in 1955 and because of the level of our social and economic development, it did not cover all socio-occupational categories or all the population, although it did allow our workers and their families to obtain protection against some of the contingencies of life, such as illness and maternity, disability, old age, death, as well as in respect of occupational hazards.

Even so, these benefits were limited in content and duration. In order to function properly, the social security system was financed on a tripartite basis with contributions from employers, workers and the State, which also subsidized in general war pensions, widows' pension and orphans' pensions within the framework of its social assistance policy. However, the old popular refrain about "the older you get, the poorer you get" was very true and even today it has not lost all its validity.

On 1 March 1982 the Sandinista regime promulgated Decree No. 974 which is the Social Security Act currently in force. The great innovation of this text was that the provision of medical care of all insured persons and its extension to the entire population was transferred to the Ministry of Health, through the institutionalization of a Single Health System. Social security became a fund which received contributions and which administered the schemes in respect of disability, old age and death benefits and as regards occupational hazards. Once again the Sandinista system, in a distortion of reality, lapsed into an error which had very dramatic consequences for the economically active population, because instead of receiving a bad service, it was left with practically none at all. It was possible to consult a doctor, but the lack of resources meant that there was no appropriate medication or auxiliary diagnostic services. Due to the war, hospital infrastructure and human resources were therefore very deficient, pension benefits had little relationship with the real cost of living and their purchasing power was to all intents and purposes below that of the minimum wage.

In summary, from a system in which benefits were granted on the basis of contributions and individual participation we moved to a system where services became generalized and where human rights predominated over individual capacity. This is not necessarily the best system for Nicaragua, because the economic and productive structure of the country is not in a position to bear the costs of such a system. Such schemes may be valid in developed or highly industrialized countries, but not in Nicaragua, which went from producing a thousand million dollars in exports to 227 million in 1989. Given the lack of national and foreign investment, we have not been able to overcome this situation.

As regards the extension of coverage to all the population, in principle this is unquestionably valid, provided that the extension is gradual and account is take of the social and economic development of the country. However, the lack of coherence between the economic recipes of the international financial institutions and the bodies responsible for national economic and social policy makes it difficult to extend such generalized coverage to all the population. Policies must therefore be defined collectively with the bodies responsible for social affairs and with the social partners. Tripartism and consensus must be the bases of strategies for overcoming the problems resulting from adjustment and economic stabilization policies.

The ILO should cease being a body which identifies social problems and prepares social programmes to offset the consequences of these economic policies and become an institution which implements social programmes, that is to say, which acquires the means to help meet the needs faced by the developing countries as a result of their structural adjustment and economic stabilization policies. These policies, the original objective of which was to re-establish the macro-economic balance and eliminate the financial and fiscal deficit, have led to a reduction in public expenditure and deterioration in the purchasing power of ordinary citizens. In the same way, the deregulation of the economy has freed prices, which has further compounded the drop in the purchasing power of wages. We have tried to keep basic food prices stable by virtual state intervention in the marketing of such products.

The modernization of the State has necessarily resulted in a reduction of state machinery, and thus increased unemployment and the growth of the informal sector.

Our army was reduced from 92,000 to 17,200 persons in three years and the central Government staff from 79,000 to 60,000. Most of those who became unemployed have not been able, because of our lack of a versatile vocational training and retraining scheme, to become integrated into work elsewhere. This makes the challenge even more difficult and profound. Adjustment policies make provision for a reduction in expenditure, but the international financial institutions forget that such expenditure is not simply expenditure, but a social investment, since the better trained the economically active population is, the more income there will be to redistribute.

With regard to the aim of formulating a set of guiding principles to ensure social protection based on needs and human rights rather than on ability to pay or to participate, if we look at political theory we cannot be surprised when individuals call on the State to meet their needs. Suffice it to quote one of the principles of socialism – "to each according to his needs", which in the meantime has become "to each according to his capacity". For developing countries, especially in the Third World, this is an extremely difficult task in view of their low level of economic development. The ideal of universality must therefore be tempered by the need for gradualism. We feel that in legal and standard-setting terms the guiding principles may certainly be formulated and viewed as an aspiration or ideal. Although economic prosperity and full employment are clearly not a *sine qua non,* the expansion of social protection and social expenditure on its development are just as clearly impeded by economic exigencies. Success if possible if we manage to strike a balance between economic adjustment policies and social protection policies.

Social protection policies in underdeveloped countries, particularly in Nicaragua, must be directed towards the implementation of programmes designed primarily to minimize extreme poverty and to prevent the "proletarianization" of professionals and the pauperization of the proletariat. I therefore feel that any global strategy against poverty should seek: (1) to create productive and long-term job opportunities; (2) to formulate a permanent national vocational training policy based on dual education; (3) to formulate a social protection policy for persons in the informal sector who are without a fixed income; (4) to formulate an employment promotion policy on behalf of young people in the 16 to 25 age group with employer and state involvement; (5) to draw up a training and further training programme for entrepreneurs; and (6) to promote economic and social consultations and dialogue as factors conducive to participation and social solidarity.

Lastly, I wish to state that I share the view that we need a broad vision that fosters social convergence between social protection programmes and policies relating to the labour market, economic objectives and the development of democracy.

Original Portuguese: Mr. BACAI SANHA *(Government delegate, Guinea-Bissau)* – It is a great pleasure for me to participate in the work of the International Labour Conference and I would like to avail myself of this happy opportunity, on behalf of my delegation and on my own personal behalf, to congratulate Mr. Abdel-Hak on his election to the presidency of the Conference, an election which signifies recognition of the outstanding qualities he has demonstrated throughout his brilliant career. My congratulations go also to the Vice-Presidents of the Conference.

The matters addressed in the Director-General's Report eloquently reflect the common concerns of a citizen of one of the poorest countries of the world, and of a member of a Government which is strongly committed to giving effect to a policy of reform aimed at fully assuming responsibility for gradually meeting the economic, social and cultural needs of its citizens – the central concern of any modern, free, progressive and democratic State at this end of the twentieth century.

We warmly applaud the work done by the Director-General, and reiterate to him our confidence for the active, well-balanced and continuous attention he is giving to the problems of humanity, so full of contradictions and imbalances.

We highly appreciate his work on behalf of the least developed countries, particularly in Africa, and we hope that he will continue the fight which is also our own.

It should be emphasized that the Director-General's Report is rich in content and in lessons, and contains questions which are or should be a source of concern for all delegates here, matters addressed with great acuity and a rare sensibility; it remains for us only to recommend that this august assembly approve the Report.

It is obvious that the problems associated with freedom of association, equality of rights, employment, the development of enterprises and cooperatives, and vocational training continue to be an overriding concern of all countries represented in this assembly, be they rich, poor, developed or developing or among the least developed.

As concerns technical cooperation, we recognize that it is desirable and serves as an indispensable guide, for we recognize that the road to be travelled is still long and the efforts made for other solutions are significant.

However, we think that the ILO should continue to develop its action on behalf of the least developed countries in terms of technical cooperation.

I would like to inform this great assembly that my country is resolutely adopting measures of structural adjustment aimed at the rehabilitation of our economy. Our economic strategy inevitably involves economic liberalization and a redefinition of the role of the State in the productive sphere as an economic agent.

Clearly, this is the pattern in almost all the world's countries which have been obliged to choose this path, the path of structural adjustment; the consequences of that option are long in arriving.

Thus, our country is now facing difficult social problems owing to a grave economic crisis, notwithstanding the Government's efforts. State revenues have declined sharply, above all because our imports are running at a lower than normal level. In terms of the civil service, wages are now in arrears.

What is the justification for this sombre picture which we have just described? The Government of my country has long sought to discharge its obligations towards its partners, particularly the World Bank and the IMF: this has required the adoption of extremely restrictive measures which have negative social consequences.

However, for over two years now the country has been going through a structural adjustment programme without any external compensation, particularly from the World Bank and the IMF. We are now seeing the results in the labour sector, and particularly in the public service, where demands are leading to strikes.

How can we find a solution to these problems? That remains an unknown.

Although confronted with a number of social problems and engaged in the pursuit of measures of economic rehabilitation, we are reducing the size of our civil service, not only to reduce public expenditure, but also to motivate those who remain in that service.

Against this background we think that since the ILO is a body devoted to dialogue, consensus and the promotion of cooperation between employers and workers, it is naturally the international cooperation structure best equipped to help us create cooperatives and small enterprises, and to set up a training and retraining programme for government employees facing redundancy.

In 1992 over 1,000 government employees were made redundant, and a similar number are likely to be dismissed this year. It is solving the problems of these workers that is of concern to us, and we ask the ILO and other organizations for their assistance.

We would like to inform this great assembly that the delay in our Government's ratification of a number of international Conventions is due to our recent economic difficulties; however, a package of Conventions is now before the competent authorities and we look forward to its ratification this year.

It should be stressed here that freedom of association is a reality in my country, particularly as of October 1991, when the legislation concerning freedom of association and the right to strike were approved. We may mention the existence of a number of autonomous trade unions outside the central trade union, such as SINAPROF.

In a parallel development, we may also point to the fact that employers also are in the process of organizing. The Chamber of Commerce, Agriculture and Industry, has recently elected its officers democratically.

In the final analysis, this means that the question of tripartism is now fully assured in Guinea-Bissau.

Finally, we would like to communicate to this great assembly that, as a consequence of economic liberalization, our country is now undergoing far-reaching political and social changes. From 1991 to date, there are ten legal political parties, not counting the PAIGC, the party in power.

The first multi-party elections are to take place this year. A National Electoral Commission has been set up for that purpose, a body which will be responsible for technical preparation and the conduct of the elections.

The PAIGC and the Government will do everything possible to ensure that this historic event becomes a reality as early as possible, counting of course on the cooperation of all political parties and the support of the international community.

Mr. CALAMATTA *(Workers' delegate, Malta)* – I would be failing if in the first instance I did not congratulate the President on his election to chair this session of the International Labour Conference. Likewise, I also would be failing if I did not commend the Director-General of the International Labour Office for the very interesting report he has presented us with, the first part of which deals with developments regarding social security and social protection systems in ILO member countries.

In this important field of social security and protection, different countries have different problems. We in Malta also have our particular problems and for us the Director-General's Report came at a very opportune moment because over the past months we have been engaged, and are still engaged, in a national debate on the future of our social security and social services and, much more so, over the future of our state-run national pension scheme.

This scheme guarantees each and every worker, in both the public and private sectors, a pension amounting to two-thirds of the relative wage of the post he or she holds upon retiring at the age of 61 if a male and 60 if a female. The pension is then adjusted annually to be kept in relation to the current wage obtaining in the post from which that worker retired.

As is the case in Europe and other developed countries, Malta is experiencing two demographic phenomena: an ageing population which is growing at a steady pace, and an increasingly lower birth rate. These two factors will bring a radical change in the age profile of the Maltese population over the next 20 to 30 years.

It is estimated that at present there are approximately 3.7 workers to support each pensioner with their social security contributions, which amount to one-twelfth of their wages, and which contributions are matched by contributions from government and employers in respect of every worker employed. By the year 2020 there will be some 2.2 workers for every pensioner if the female participation rate in the workforce does not increase from the present low rate of 26 per cent.

On paper, and I stress *on paper*, we already have a welfare gap. In fact, the Government's accounts books show that the welfare gap, which in 1987 stood at a mere 18.6 million Maltese liri, is estimated to shoot up to 54.6 million by this year's end.

In view of this the Government is saying that we have a pensions time bomb and that within a few years we are not going to have enough money for pensions. To underline the seriousness of this situation, in this year's budget the Government raised the employers' social security contribution from 8.33 to 10 per cent of the wage of every worker in their employ.

At the same time, the Government put forward a number of proposals which are now being discussed by representatives of the three social partners sitting on a welfare gap committee set up within the ambit of the tripartite Malta Council for Economic Development.

These government proposals include the gradual raising of the retirement age to 65 for both males and females; increases in workers' contributions; and not adjusting pensions every year by, for example, adding to them two-thirds of every wage increase granted to workers to offset cost-of-living rises.

The two Maltese trade union centres, that is my union, the General Workers' Union, and the Confederation of Malta Trade Unions, cannot accept such proposals. Also, we cannot accept nor tolerate that the Government should circumvent the welfare gap committee and arbitrarily resort to certain measures while the whole issue is still being discussed by the said committee.

For example, we cannot tolerate whirlwind decisions by the Government such as a premature decision according to which the retirement age of female workers is to be raised from 60 to 61 from next July.

While the welfare gap committee is still considering the issue, we cannot tolerate that the Social Security Department should start cutting down on pensions by not granting all pensioners a full rise in pensions amounting to two-thirds of a one Maltese lira per week cost-of-living increase which came into effect from the beginning of the year. The increase in all pensions should have been 66 cents per week but there were pensioners who received 53 and others even 35 cents.

This has created an anomaly to be added to another anomaly which is that from next year all present and future government and parastatal corporation pensioners are not going to be eligible for two-thirds of wage increments resulting from a new pay structure.

All this means that the principle of a two-thirds pension has been thrown overboard by our Government. Over and over again we have called upon the Government to take remedial measures and eliminate these inexplicable anomalies. If it does not, my union, the General Workers' Union, will have to reconsider its representation on the welfare gap committee.

We feel that this committee cannot come to the right conclusions on the future of pensions if the Government, in the first place, does not put the whole house in order. It is then that the committee could, for example, decide whether we really have a welfare gap or not, and if we do have this gap, then it could draw up corrective plans without causing unnecessary harm to present and future pensioners.

One of the immediate measures the Government should take is to make all employers forward to the public exchequer in good time all the contributions they deduct from their workers' wages together with the contributions they, as employers, are obliged to pay in respect of every worker employed. It is scandalous, to say the least, that millions of liri are owed to the Government in this way.

Another measure the Government should take is that in its national accounts books it should separate pensions and other contributory social security items from those items which are non-contributory social services and benefits and which in themselves represent social obligations undertaken by the State.

In certain quarters it is estimated that if there is separation between contributory and non-contributory items, there will not be a welfare gap of 54.6 million Maltese liri this year but a welfare credit of 27.5 million liri.

As regards the Government's proposal to raise the retirement age to 65, we feel this measure would not be in the interest of workers, especially those employed in manual work or on very hectic and demanding production lines. Many private sector employers have lately been complaining to my union that even at age 55 many workers do not remain as productive as they were when they were younger.

Raising the retirement age also goes against the interests of the young because they will have to wait longer to get a job or to get promoted, if they already are in a job.

Our Government seems to be in a state of panic and is telling us that a solution to the welfare gap is urgent and that if this solution is found today it would be better than tomorrow. But this matter needs to be examined deeply, with caution and with a clear mind. What we undo today will also be undone for future generations.

Original Russian: Mr. KUNYAVSKY *(Employers' delegate, Belarus)* – May I first of all sincerely congratulate the President of the 80th Session of the International Labour Conference and his Vice-Presidents and members of the Office on their unanimous election to their posts. We are absolutely confident that the President's solid professionalism and his organizational skills will enable us to solve the problems facing the Conference.

I am also authorized by my country's employers' organizations to congratulate Mr. Hansenne on his election to a new term as Director-General of the ILO. Mr. Hansenne is well known in Belarus, and we greatly appreciate his services to the world community.

We are pleased by the Director-General's Report, both in its coverage of the problems of special insurance and social protection and of the ILO's activities in 1992.

In the first Report, we have been given a fairly full and very systematic elucidation of the problems of social insurance and social protection, which takes account of historical developments and the regional characteristics of this phenomenon. We are particularly sympathetic to Mr. Hansenne's argument that the scope and strength of social protection are determined by economic growth, and at the same time that protection is a major factor in the dynamics of economic development. We also endorse those parts of the Report which describe the characteristics of social protection in the countries of central and eastern Europe.

The Director-General's second Report confirms that the ILO in 1992 consistently fulfilled its statutory obligations and assisted the course of progress in the world community.

The problem of social protection is a very pressing one for my country, where the wounds of the Second World War have not fully healed where the harmful contamination which resulted from the Chernobyl accident has been a major factor, and where various social, economic and technical factors render the transition to a market economy impossible without profound restructuring of the whole economy. This greatly complicates the task of solving the problem of social protection.

For precisely these reasons, the ILO's activities are very helpful and important to us, especially those aspects of direct relevance to our country. We can say quite truthfully that, thanks to our cooperation with the ILO, and in particular with the Enterprise and Co-operative Development Department, the Europe Regional Department, the Training Department and others, entrepreneurship and small and medium-sized business in Belarus have been gathering strength for over three years, while the non-state sector has been growing, and the mechanisms and institutions of a socially oriented market economy have also been growing stronger.

In the past year and a half alone, with the support and direct participation of ILO experts, my Republic has held a number of important tripartite seminars, and members of our Confederation have also been able to participate in international seminars in Warsaw, Turin, Geneva and elsewhere. We hope that every effort will be made to ensure that our cooperation with the ILO is developed and strengthened.

As regards our serious difficulties, it must be said that the creation of a market economy in our country is a very difficult process. It is accompanied by an acute social and economic crisis which is the result of a significant fall in production, hyperinflation and a sharp cutback in income, savings and investment. The main reasons lie in the historical structure of my Republic's economy, a structure which is poorly adapted to the requirements of a sovereign state and marked by an exaggerated and one-sided dependence on the fuel, raw materials and commodities' markets.

The efforts of the Government and of employers are now directed towards structural conversion, increasing the export potential of the manufacturing sector, satisfying the internal demand for consumer goods, stabilizing fiscal and monetary conditions and creating a market infrastructure. In all these measures, entrepreneurs and their democratically constituted organizations play an increasingly important role, and it is they who most consistently advocate the creation of a market economy and the extension of international economic and technical cooperation. We have concluded some ten agreements with employers' associations in Europe and Asia and are ready to develop such cooperation more intensively. Our employers' associations are now playing an important part not only in our country's economy, but also in its political life.

Last month, our employers' movement passed a historical milestone when the major unions and associations established on a democratic basis a national confederation of industrialist and entrepreneurs, to which the employers of 2.5 million workers from all branches of industry, that is, over half of all workers in the Republic employed in industry, now belong. One of the main priorities of the activities of our Confederation includes the problems of ensuring social protection by means of job creation and by expanding the spheres and performance of the mechanisms of social insurance, benefits and proper wages. Here we are encountering enormous difficulties, including a growth in structural unemployment, a fall in the real income of many groups of the population as a result of inflation and above all, insufficient funds to provide protection for workers against a whole range of risks to which they and their families are exposed, in accordance with the Social Security (Minimum Standards) Convention, 1952 (No. 102), and other labour standards.

We clearly understand that the main factors in strengthening social protection and expanding coverage are in the application of structural reforms on the basis of new technologies through the mechanisms of the market economy, productivity and entrepreneurship. We need significant investment for this, but we cannot provide it from our own resources and this limits the extent of social protection. This is our situation. This is why we place great hopes in ILO activities and cooperation with it, because we sincerely believe in its noble goals and the very high professional as well as moral and ethical potential of its leadership and workers. We would like our cooperation with the ILO to be very productive and, as I have said, to embrace not only projects in the area of training and education, but also to cover important projects in the area of technological restructuring, the support and development of small and medium-sized businesses and the strengthening of entrepreneurship. Such projects would make it possible to overcome the crisis and ensure economic growth and thus provide the necessary funds to improve social protection. Quite frankly, in our present economic situation, the problem of social protection is clouded in uncertainty but may even be greater than when the Republic was a member of the former USSR.

We have drawn up fairly sound programmes for structural reform and to support and develop entrepreneurship and to cover a number of other areas. They all centre on a market economy system with reliable social protection. We assure the ILO that the Government, workers and employers of Belarus would welcome with open arms the participation of the ILO in our efforts to implement these and other programmes.

Original French: Mr. MBAYE *(Workers' adviser and substitute delegate, Senegal)* – It is both an honour and a pleasure for me to take the floor before this august assembly on behalf of the Workers' delegation of Senegal.

First of all I should like to join all those here in expressing my congratulations to the President upon his election to preside over the 80th session of the International Labour Conference and to his Vice-Presidents, and to the Director-General upon his re-election as the head of the International Labour Office.

The Director-General has once again with exceptional skill been able to focus the attention and interest of all delegates to this Conference on a subject of topical importance in the first part of his Report, entitled *Social insurance and social protection.*

In our countries of the south of Sahara the widespread crisis with, as its corollaries, the closing-down of enterprises, dismissal for economic reasons, and early retirements, has had a devastating effect on the systems of social protection which came into being at the dawn of independence and are still in an embryonic stage.

However, all experts agree that good social protection may be a guarantor of good economic development in that it contributes to a good rate of growth through the well-being and fulfilment of the people it insures.

It is certain that this conviction guides the efforts of the International Labour Office and its Director-General to get to the heart of the social concerns of our developing countries in the context of technical cooperation which, together, we are seeking to improve every day.

On behalf of the Workers' delegation, I take this opportunity to bear testimony here to the excellent quality of the assistance afforded by the ILO and its representatives in Senegal in safeguarding and improving our social protection.

Within the National Confederation of Workers of Senegal, the CNTS, we have never wished to rest on our laurels. We have remained very protective of what the workers have achieved through their persistent struggle against conservative social partners resistant to the social development of the indigenous populations.

To achieve this we have had to face much adversity and many obstacles to preserve and reform the two main institutions, the Pension Insurance Institution of Senegal (IPRES) and the Social Security Fund (CSS), while at the same time we have been pressing for the setting up of a National Sickness Assurance Fund and an Unemployment Solidarity Fund.

The approach of the Director-General to social protection in the various regions of the world, especially in our zone, is very detailed and rich: it accurately reflects reality in the field and needs no further comment. Allow me, however, to corroborate this approach by taking up briefly some aspects of our social protection system.

The population of Senegal is now estimated at some 7.5 million inhabitants, of which the working population represents hardly a third, approximately 2.5 million.

Approximately one-tenth only of this working population is virtually covered by the existing social institutions, that is nearly 3 per cent of the total population.

IPRES administers a single general compulsory retirement scheme for all workers who are regulated by the Labour Code, with specific coverage for household employees and casual workers, and a complementary framework scheme.

With the closing of enterprises, economic dismissals and early retirements causing a drastic decrease in the number of contributors, while the number of beneficiaries increased alarmingly, this institution found itself in such a state of financial asphyxia that at one time it was no longer able to pay the pension benefits.

In addition, employers, with impunity, systematically withheld workers' contributions as well as the enterprise proportion and the State obliged the institution to make large investments in public banks at very low interest rates or to take shares in stillborn national companies. Lastly, the administration of IPRES no longer met the management criteria of an institution of this size.

The Social Security Fund (CSS) administers the branch of family benefits, industrial accidents and occupational diseases. Its public establishment status has disadvantaged it more.

Like IPRES, it had to invest funds in the same banks and companies and was faced with the same management problems.

For these reasons we have fought for the autonomous management of these institutions which remain in existence today and which we need to safeguard and strengthen through rigorous reform measures.

The health insurance institutions created by the law of 3 April 1975 have not met the objectives of solidarity and equality set for them. Therefore, having vainly pleaded for them to be grouped together, our Confederation decided on a National Health Insurance Fund, which seems to have met the approval of the Government authorities.

As for the National Unemployment Solidarity Fund, the speech of the President of the Republic to the workers' delegation on 1 May this year highlighted some of the differences in his objectives that we hope to be able to resolve quickly around a negotiating table.

The majority of the population today in the agricultural and informal sectors does not benefit from any acceptable protection.

It is basically the agricultural population which suffers the most from structural adjustment policies with the budgetary restrictions they impose. As for the informal sector, as its name implies, its lack of structural organization is even more of a disavantage.

It is the duty of the State to set up a policy of appropriate social protection. It is also undeniable that it must, with the social partners, give impetus to the cultivation of national solidarity, which, along with international cooperation, including particularly that of the ILO, can be the true starting point for economic durable growth.

I cannot conclude without stating that the workers' delegation of my country condemns any attempts to challenge or weaken labour standards by governments known for their contempt of social protection Conventions.

We note that the conditions imposed upon developing countries by international financial institutions are being extended to international standards, thus endangering the balance of the United Nations system through its specialized tripartite institution, the International Labour Office.

It is unacceptable for highly industrialized countries to ratify the most elementary international conventions, and even worse to hide hypocritically behind other countries which have for years been violating basic Conventions, in order to attempt to reform international standards.

Many voices have already been raised in the Committee on the Application of Standards to reprove those attempts and call for strict respect of international standards.

(The Conference adjourned at 1 p.m.)

Nineteenth sitting

Tuesday, 15 June 1993, 3 p.m.

Presidents: Mr. Gray, Mr. Badey, and Mr. Abdel-Hak

Reports of the Governing Body and of the Director-General: Discussion *(cont.)*

Mr. HULTIN *(Employers' delegate, Finland)* – I am taking the floor on behalf of the Employers of the five Nordic countries: Denmark, Finland, Iceland, Norway and Sweden.

Let me first join the previous speakers in congratulating the President, not only for being elected but also for so successfully presiding over the Conference.

Again, as so often before, the Director-General has selected a timely theme for his Report to this Conference. It is timely because many countries, after the fall of communism, are in need of new structures, including those of social protection. It is timely because many developing countries are fighting poverty without adequate means to guarantee the well-being of their citizens. Many industrialized countries are also experiencing economic difficulties, with rising unemployment and the ageing of their population, which places a growing burden on the active part of the workforce. In short, the Report is timely because the need for social protection is increasing at the same time as the capacity to pay is decreasing.

In the context of the ILO, one of the questions that calls out for an answer is: Should there be ILO instruments at the international level to define social protection at the national level?

In this regard, it may be useful to take a short look at the ratification behaviour of the ILO member countries. I think this is important because it will tell us something about the usefulness of having Conventions, which after all are the main products of the ILO standard-setting activity and this Labour Conference.

The ILO has to date produced some 170 Conventions. The member countries have, on average, ratified only 25 per cent of them. Consequently, the degree of ratification, that is the extent to which the product of the standard-setting activity is actually brought to us is very low. Furthermore, interest in the Conventions is decreasing since ratifications during the last ten years have dropped from 25 per cent to 10 per cent.

A qualitative look at a more detailed level will show that the industrialized countries are at the high end of the ratifications and the developing countries at the low end.

If we allow this to go on, the distance between the ratifiers and the non-ratifiers will only increase. The ILO will continue to lose credibility among other international organizations and among its own constituents and it will be seen as a dog with a soft bark and not much of a bite, as it was recently depicted in the *Financial Times*.

In the long run, this is of course unsustainable and if allowed to continue will eventually lead to breakdown. The victims unfortunately are those who need the social protection.

Some will challenge the validity of ratification as a measure of the value of standard-setting activity. They will argue that the example that the Convention sets is more important than the ratification itself. The Convention, in this way, becomes the objective to be attained.

I have some sympathy with this view and I consider it normal that some countries will need time to apply a Convention. However, there comes a point where we must admit that the non-ratification of a Convention is not a question of time, nor is it the problem of the country who is unable to ratify. It is rather a problem of too high and too detailed standards.

If we want the ILO to make a contribution to the development of social protection, as I think it should, the persistently low and declining level of ratification is a signal that must be taken seriously. The cause of the symptom must be identified and analysed and the bases of the standard-setting activity must be adjusted accordingly.

In the Nordic countries, we have extensive social insurance and protection systems. The systems have been gradually built and expanded on and the persistent warnings of the employers are now coming true. Along with feeble economic growth and rising unemployment, the cost of the systems is becoming overwhelming for the enterprises who directly finance a big share of social protection. For many companies the burden is becoming too great with resulting plant closures and further unemployment.

In some cases, the level and accessibility of social benefits and unemployment are such that they actually constitute a disincentive to work. The so-called Nordic model is in crisis and the system now works against itself.

It is our wish that the ILO should make a positive contribution to social development and the establishment of social protection structures in the world. What we hope for is that the ILO will reflect on and learn from its own experience and failures, and benefit from a vast field of government, worker and employer experience among its own constituents.

I would like to summarize as follows our Nordic contribution to the debate on social insurance and protection. Firstly, detailed ILO Conventions and international standards are not the answer to the establishment of social protection. Every country has its own economic and social structures that get ignored in these instruments. The ILO has already experienced the consequence of this, i.e. non-ratification of the Conventions.

Secondly, the equation of social insurance and protection has two sides to it: the security that the citizens enjoy and the cost of these benefits. The balance is extremely delicate. The security must be sufficient to ensure the well-being of citizens, but the system should not lend itself to abuse and encourage disincentives to work. The cost side of the equation must not constitute an overwhelming burden for enterprises, throwing them into a spiral of economic difficulties, and producing unemployment rather than jobs.

Thirdly, without economic growth and productive employment the equation will not work. It needs to be recognized that the engine of social development is productive enterprise activity. Without this, in the long term there will be no sustainable economic growth, there will be no growth in employment and there will be no wealth creation. Market economy and enterprise activity must therefore get a clearer and higher profile in the ILO's activities.

Fourthly, the ILO's member countries should be able to benefit from the vast experience of its constituents in the social field. For example, technical cooperation and multidisciplinary teams can be tools for the ILO to disseminate unbiased information and assistance and to encourage countries to promote self-driven social development. Assistance should therefore not be made conditional on the application of standards.

Lastly, there have been major developments in the world. To have a constructive impact, the ILO must continuously re-evaluate itself and adapt to the changes. Because of the fall of socialism, the market economy and entrepreneurship are not only generally accepted but have become the elements on which future labour markets will be based. So, for the ILO to be successful in the future, it needs to give a much higher profile to the market economy and entrepreneurship, in all its activities and at all levels of its organization.

Original French: Mr. NORDMANN *(Government delegate, Switzerland)* – May I first of all congratulate the President on his election to the presidency of the 80th Session of the International Labour Conference. My congratulations also go to the Government, Employer and Worker Vice-Presidents.

I should also like to thank the staff of the Office and the Director-General for their commitment throughout the year to the work of the International Labour Organization. And finally, I would like to congratulate the Director-General on his recent re-election.

This year we have before us the Report of the Director-General on a theme of great topicality, namely the future of social security and social protection schemes.

My delegation endorses the Director-General's approach and the conclusions. Lower birth rates, the ageing of the population, unemployment and the explosion in health costs are all factors which imperil the future of social security systems, in Switzerland as elsewhere. My country has already taken steps to consolidate its social protection system.

I dare hope that this discussion in plenary will lead to concrete actions within our Organization. Indeed, the choice of this theme shows how important it is for the ILO to react rapidly to the challenges confronting its Members. Such a topical theme should not remain simply inscribed in the records of the Organization as an abstract discussion. It should be followed up, for example, by a serious reflection on the relevance of international social security standards adopted by the International Labour Conference in past decades.

Future reports of the Director-General to be discussed in plenary should, therefore, as in the past, deal with the current challenges confronting our societies. But they should also serve to legitimize positive action by the Organization, thereby pre-empting the need for long and excessively formal and sophisticated debates, which tend to delay urgently needed responses.

The year 1993 is a key year for the Organization: the recent re-election of the Director-General, a new Governing Body, Programme and Budget proposals for the biennium 1994-95, preparation for the 75th anniversary, amongst others. All the elements seem to be in place for undertaking reforms and preparing our Organization for the challenges of the twenty-first century.

It therefore seems wise to ask whether we are making good choices for the future of the ILO, and whether the various reforms envisaged will guarantee the ILO's authority in the future.

Our world has recently experienced a series of shocks which I need not describe. Unemployment is growing, affecting an increasing share of the active population. The State is obliged to withdraw from some of its traditional activities.

It is our duty together to find a response to these challenges. The ILO has a particularly important and specific role to play in this by virtue of its knowledge and expertise in the economic and social fields, and because its Constitution so requires.

First of all, we must equip the ILO with the means which will enable it better to coordinate its actions with those of other international organizations within or outside the United Nations system. In fact, experience shows that parallel activities are still very common among international organizations, and often produce no concrete results. But few organizations have the benefit of tripartism and can offer the leaders of the world of labour and social policy the possibility of meeting to discuss the matters which concern them. Few organizations have the means available to the ILO to translate these debates into international labour standards and technical cooperation.

In this connection, we must seek to make the Organization even more effective. The efforts and the time devoted to our debates in Conference should lead to more concrete results in member States.

Secondly, we must enable the ILO to take up more swiftly the topical questions to which it should respond more rapidly.

In this connection we think that given the situation of employment in the world – and I would like to emphasize that it is also becoming a source of deep concern in my country – the ILO should immediately make a special effort to refocus its activities in order to establish a long-term strategy for job creation. This new strategy should already be reflected in the specific priorities of the Organization's next programme and budget.

Thirdly, in the social field, in the broadest meaning of the term, the ILO should in future have a policy to enable it to establish or revise sufficiently flexible international standards which do not impede the operation of the labour markets and which promote economic growth and job creation. I want to make it clear that I am absolutely not questioning the legitimacy of the ILO's standard-setting activities; I am suggesting that perhaps the time has come to do less, but to do it better. You all know Switzerland's commitment to international labour standards and to the credibility of the supervisory machinery. This is precisely why we think it is important to preserve the significance of the ratification of international labour Conventions, and not to create instruments which are too detailed or difficult to ratify.

Fourthly, technical cooperation has a decisive role to play. In any event, it is important to guarantee that the ILO's technical cooperation system continues to support the application of international labour standards, without lessening their scope by creating a double standard in application, depending on purely political or economic local considerations.

Finally, given the climate of liberalization and the internationalization of markets, the ILO should also adopt a clear strategy. We think that the original mandate of the Organization contains an essential element which has been somewhat neglected in recent years: the guarantee of balanced conditions for world competition, through the acceptance of a universally recognized social minimum. It is therefore necessary to promote by all means the establishment, by revision or adoption, of international labour standards which are programmable and achievable in stages or levels of obligation, according to economic possibilities. Their application should be acceptable to everyone and sufficiently flexible so as not to hamper the social development of the most disadvantaged economies, or to produce serious social regression in the developed countries. Thus we will succeed in establishing a kind of social GATT which will strengthen the social role of the ILO, and we will moreover avoid the danger of applying double standards and weakening the supervisory system.

These few suggestions confirm that we will retain our confidence in the ILO, especially if it succeeds in the difficult task of legitimizing its activities. I can assure you that my country will try to promote true reforms in the ILO so that it can continue to work for universal welfare and social justice.

Mr. FLYNN *(representative of the European Communities)* – I am pleased to be able to address this Conference on behalf of the Commission of the European Communities. The Commission attaches great importance to the role of the ILO as a world forum for social and labour matters. We especially appreciate the tripartite nature of the Organization. Your conferences are important occasions not only for the setting of world standards on many important issues but also for the unique meeting place they provide for representatives of governments, employers and workers from all over the world.

Many of the issues you address are also the subject of action within the European Community. Let me assure you that the Commission is determined that its experience should be put at your disposal in a constructive manner so that the Community and its member States can play a helpful and positive role in the work of the ILO and particularly in the setting of world standards which reflect the diverse needs of the international community.

Let me turn now to the main issues facing the European Community in the social field.

The core problem which we must all solve is that of unemployment, which now affects 17 million people in the European Community. The Commission has recently adopted a European Community-wide employment framework which has the support of the Council of Ministers. It is a new and I firmly believe radical approach addressing the employment and unemployment problems which we face in the Community.

We are in a period of recession, but even when we have more rapid growth we are not creating sufficient jobs to absorb those people entering the labour market and to reduce the number of unemployed.

So this initiative is part of an integrated approach to address our failure to create enough jobs for those who would like to work. This process began with the "growth initiative" adopted at the European Council during the Edinburgh summit last December. The framework for employment is a complement to that growth initiative.

Our aim is to allow for more concerted and coordinated action by all the Community institutions and by the member States to achieve a more employment-intensive pattern of growth. The aim is to focus on the employment problem, not just the unemployment problem. It is not only a strategy to help those without work to enter or re-enter the labour market (although of course this is a major element of the initiative) but also to provide jobs for all those who would otherwise like to work.

We want to send out three important messages:

Firstly, levels of unemployment are unacceptably high. This harms competitiveness just as much as it affects the structures of our societies.

Secondly, we need stronger economic growth, but that alone will not resolve our employment problems. We need a more employment-intensive pattern of growth.

Thirdly, employment is everyone's concern. Primary responsibility for employment of course lies with the member States but we all have a role to play – governments, employers, workers, action groups and others. We all need to be involved, mobilized and supportive in order to provide an integrated policy response. I believe that the involvement of all the relevant partners at the local, national and Community levels, notably the social partners, is crucial to developing appropriate responses.

Unemployment leads to many other problems: poverty, social exclusion, ill health and disillusionment. The time has now come to reflect on what are the fundamental causes of the problem and on what can be done to solve them.

Moving to the related issue of social security, I have noted that in his excellent Report on social insurance and social protection Mr. Hansenne recalls that the notion of social security originated in Europe around the end of the last century and subsequently spread far and wide. As he rightly emphasizes, however, substantial problems within the basic system continue to demand our attention.

These problems are also of concern to the Commission of the European Community and I am glad to see that our thinking is developing along the same lines.

It is a well-known fact that the Welfare State is currently under considerable pressure. Social protection systems are facing unprecedented challenges:

The demographic trends: the ageing of the population is leading to a reconsideration of existing pension schemes and of the implications for health costs; new needs are also emerging, such as insurance for dependent people.

The evolution of the labour market: the high rate of unemployment and the knock-on effects to the growing problems of social exclusion put a new emphasis on the need for a strong safety net and minimum income provisions.

Changes in family structures: a growing debate is taking place concerning individual rights and approaches to deal with the emergence of new family models.

These developments call for new thinking, in particular with regard to the articulation between income and employment policies.

The Commission has almost completed what it undertook to do at the end of the 1980s in relation to social policy. It has presented measures in an action programme to implement the Community Social Charter adopted in 1989.

Moreover, the Maastricht Treaty on European Union sets new objectives and opens up new possibilities, particularly for developing relations between management and labour at the Community level. You all know how much importance we attach to the European social dialogue.

The social partners have always been an important part of the European social dimension. We are now moving to a new phase where the social partners find themselves placed at the very centre of the decision-making process.

For these reasons, I have announced my intention to publish this autumn a Green Paper on the future direction of social policy at the Community level. I have asked that there be as broad as possible an input into that paper from across the Community.

I hope that there will be a wide-ranging debate with all the people concerned, including the citizens of Europe, on the role and the place of Community action in the social field and also on the links between Community social policy and other policies, and above all economic policies.

In conclusion, I must pay tribute to the efforts made by the ILO to improve the quality of work and employment relationships throughout the world. For our own part, we will endeavour to improve the social environment. I hope that our cooperation will continue as in the past and above all prove fruitful. For my part, I can assure you of my continued support to look for constructive relationships between us.

Original Spanish: Mr. SEMEREL *(representative of the World Federation of Agriculture and Food Workers)* – I would like to express to the President and to the Vice-Presidents my very warm congratulations in my own name and on behalf of the affiliated workers of the World Federation of Agriculture and Food Workers. I would also like to congratulate Mr. Michel Hansenne on his unanimous re-election as Director-General of the ILO for a further term of office. Let me also congratulate and welcome the new member States of the brotherhood of the ILO, and welcome the return of the Republic of Viet Nam.

I read the Director-General's Report on *Social insurance and social protection* and on ILO activities carried out in the course of the past year with great interest. Social security should have a tripartite structure with a board of directors established on an equal basis so as to ensure proper management. It should not be a matter which is the sole responsibility of the government or a minister, although it would sometimes appear that decisions are in fact taken only by the minister or the government in power.

As the economic structures have changed we cannot go on accepting that governments should manipulate social security to allow their friends to benefit subsequently from its privatization.

We have many complaints against social security in many developing countries. Pensions are too low. Medical services are inadequate. The families of those insured are not sufficiently covered, etc. We should not allow the privatization of social security. What we have to do is, on a tripartite basis, to improve social security. The State has the fundamental task of guaranteeing a basic standard of living for its people.

The considerable work done by the ILO in the application of Conventions and Recommendations concerning human rights, freedom of association, equality of rights, employment, the development of enterprises and cooperatives, working conditions and the working environment and other specific sectors, which include hotels and tourism, agriculture and food, constitutes a wide range of activities which should strengthen the ILO still further.

The World Federation of Agriculture and Food Workers, affiliated to the World Confederation of Labour, has been engaged in a series of labour activities, particularly in the countries of the Third World which we would like to emphasize, because agriculture will continue to be a determinant factor in the universe. Food has become a political and social instrument which is the basis of human life.

Workers in the agriculture, food and drink sectors reject the neo-liberal offensive which is being imposed on many countries of the Third World and which is punishing the poorest sectors and creating political instability in many countries. Our association condemns the policies of the EEC to limit to 2 million tons its imports of bananas, which will lead to the unemployment of 175,000 workers in Latin America and is creating an economic crisis throughout Central America, Colombia and Ecuador.

We as workers are not opposed to the countries of Europe protecting the countries of the Third World which traditionally have been their allies and sometimes their colonies. But we believe that the industrialized countries should keep their trade relations open, so that we can avoid situations in which the developed countries impose policies on the poor countries, telling them what to buy and sell, at what price and in what quantity.

We have talked about food security, which is an individual right which human beings need for their development. But it is more than that. It is an indispensable right for poor countries and for their survival.

So we would like to take this opportunity of speaking from this rostrum to express our unreserved solidarity to the workers of Telecom in Colombia, and in particular, for the 13 persons detained in the Modelo prison in Bogota, especially Heriberto López, whose only fault was defending the sovereignty of the country.

The WFAFW, as a representative organization of workers of the Third World, makes an appeal for the humanization of the economy in which the centre of every process should be man rather than the market, as advocated by some people who want to give instruments priority over people.

The working man, the human being, must be the centre of all political, economic, cultural and social activities. We would also like to take this opportunity to ask countries that maintain colonies, overseas departments and free associate States, to allow the workers of those territories to participate as delegates in the work and meetings of the ILO and the International Labour Conference. As common delegates in special cases, we make a fraternal petition for representatives of the workers of Puerto Rico, the Puerto Rican Central of Workers, to be included in the delegation of the United States.

As secretary-general of the Curaçāo Workers' Central Organization, I should like to announce that, on the occasion of the 75th anniversary of the ILO, our central organization suggested to the Government of the Netherlands Antilles through the Minister of Labour and Social Affairs, Mr. Frank Rozendal, who is present here at this session of the Conference, that it issue special stamps on 1 June 1994. This request was approved by the Minister of Transport and Communications.

Delegates present at next year's session of the Conference will have the opportunity to acquire them. We are living in a world which is fraught with enormous social and economic crisis, political turmoil, ethnic violence, civil wars, and the threat of hegemony. The World Federation of Agriculture and Food Workers, together with the WCL, invites all workers of all continents to demonstrate their spirit of solidarity and to embrace initiatives of cooperation and unity of action in support of the processes of peace, security and fraternity.

Mr. ZAINAL *(Workers' delegate, Malaysia)* – Let me, at the very outset, convey the fraternal greetings of Malaysian workers to their counterparts all over the globe whose representatives are gathered here at this distinguished assembly of perhaps some of the best minds in the realm of governance, capital and labour. May I also, on behalf of the Malaysian workers' delegation to this session of the Conference, express our hearty congratulations to Mr. Abdel-Hak on his election as President of this 80th Session of the International Labour Conference, and to the Vice-Presidents. It is an honour they richly deserve.

The Malaysian Trades Union Congress, in its capacity as the umbrella organization for more than 150 trade union affiliates, with a total membership of more than half a million workers, has kept and will always keep the well-being of the toiling masses as close as possible to its heart, and we have left no stone unturned since our establishment way back in 1951 to ensure that a fair wage is given for fair labour.

The people of Palestine have waited many years now for a fair settlement of their long drawn-out problem. Those living in Bosnia and Herzegovina are no better off either.

The apartheid policy of the minority South African Government is yet another inhuman practice that has to be condemned in the strongest terms. We hope that the United Nations will continue with its untiring efforts to bring peace and stability to all these troubled areas.

Now let us take a look at the socio-economic and labour situation in developing countries in the Third World. Many of them, in their eager pursuit of rapid economic growth through the introduction of foreign capital, have ridden roughshod over the rights of their workers, all in the name of "foreign investment promotion".

Multinational companies using foreign investment as a bait have managed to ensnare several gullible, perhaps desperate, governments in their vicious corporate tentacles and squeeze them to submission. Labour legislation and legal redress machinery in several developing countries have been manipulated by these multinational corporations to deliver a virtually union-free labour environment for them to exploit at will, while filling their coffers with fabulous profits derived from the unending toil of the helpless labour masses. More than 120,000 workers in Malaysia's fast-growing electronics industry have been attempting for more than two decades with the assistance of the Malaysian Trades Union Congress to form a national union of their own choice to represent them and protect their rights.

The Malaysian Government, under severe pressure from the multinational corporations that own these electronics factories in economic processing zones, has continuously stymied the MTUC's unbending efforts to secure the formation of a national union for workers in the electronics industry. Let it be made clear here, that the Malaysian Trades Union Congress is raising this issue at this session of the Conference as a last resort, because we have already exhausted all domestic remedies, including the process of law, but no solution is in sight.

The Government of Malaysia is only prepared to allow the formation of fragmented in-house unions. We are firm in our conviction that the wishes of the workers for a national union should be respected.

At two ILO-organized conferences held recently in Tehran, Iran, and in Manila, Philippines, proposals were made to the effect that a separate set of labour standards be introduced for developing countries. These proposals, to say the least, constitute a total departure from the basic tenets of the Constitution of the ILO, wherein duality of standards and multiplicity in application cannot be condoned in member countries. All of us present at this session are well aware of the fact that though many member States, whether industrialized or developing countries, have ratified several ILO conventions, it is a moot point whether these Conventions have been implemented in full by these countries.

Given the fact that the ILO has already exercised a fair measure of flexibility in this regard, it may well be advisable for the ILO to refrain from even considering any proposal from any quarter for a separate set of labour standards for developing countries.

As rightly mentioned by the Director-General in his Report, social security and means-related superannuation or pension schemes are the basis for the sustained well-being of workers in their twilight years. It is our fervent hope that at this distinguished Conference time and collective energies will be directed towards the tangible realization of this highly rewarding social objective and set the pace for all member nations to adopt, follow and emulate.

We are singularly confident that the spirit of tripartism will continue to hold court in all dealings with government, employers and workers. Though the concept of tripartism has been put through severe stress and strain on account of increasingly different priorities of an immediate nature, it is, nevertheless, the most trusted and reliable form and approach and would eventually put paid to any misconception as regards the very viability of trilateral relations in a rapidly changing world.

May I, once again, put on record my profound gratitude to the ILO for having given me this wonderful opportunity to address this august gathering in an aura of good will and cooperation. The magnitude and direction of our relations, within and without, are adjustable to suit the needs of different situations but our principles are not negotiable at any price.

Mr. MOKHEHLE *(Minister of Employment and Social Welfare, Lesotho)* – I would like to congratulate the President and his Officers on his unanimous election to guide the deliberations of the 80th Session of the International Labour Conference. Your distinguished career and wide experience in the labour field will no doubt enable you to steer this Conference's discussions to a successful conclusion. May I also on behalf of my delegation extend our most sincere congratulations to Mr. Michel Hansenne on his re-election as Director-General of the ILO. We wish him all the success and courage to lead the Organization through the challenges currently confronting it.

I would like to begin by informing this august assembly that following the requests of the multi-party general election which was held in my country on 27 March this year, Lesotho has returned to civilian rule after 23 years of social and political stagnation. We are delighted to inform you that the Basotho Congress Party (BCP), under the leadership of Dr. Ntsu Mokhehle, won all 65 constituencies, the election having been contested by more than six political parties.

The election process was monitored by international observers from the United Nations, the Commonwealth, the World Council of Churches, and international republican associations, as well as regional and subregional organizations. The observers were unanimous in hailing the elections as fair, free and peaceful. The Government of the Kingdom of Lesotho is now engaged in settling up the necessary democratic structures and ensuring that they will function properly in accordance with the requirements of the Constitution.

With regard to South Africa, here, too, there are hopeful signs that elections leading to majority rule may be held early next year, and we believe that, with continued encouragement from the international community, democracy may be realized.

If I now turn to the agenda of the Conference, my delegation commends the excellent reports prepared for the delegates. They are comprehensive and well researched and we hope that they will facilitate discussion and understanding. In particular, we note with approval the Director-General's apt choice of subject for this Conference; namely, social insurance and social protection. We share the view that economic prosperity is not the only factor determining a country's ability to protect its disadvantaged groups. Community willingness, as well as economic and political commitment, are also needed if progress is to be made in social protection.

In this regard, I gratefully acknowledge the fact that the ILO has carried out a feasibility study on the expansion of social security in my country. We still hope for continued cooperation with the ILO in this area and for international assistance to enhance our social security structure.

The Reports of the Governing Body and the Director-General both provided us with a wide range of activities and services to the ILO member States. We are grateful for that. My country, Lesotho, has been among the beneficiaries of this valuable assistance. The ILO recently amended, updated and codified our Labour Laws to form a single code. I am happy to report that the Lesotho Labour Code has now become law, effective from 1 April 1993.

As regards the 1994-95 budget proposals, we support the budget, but we note that the ILO has been operating a zero-growth budget for some years. We are aware that zero growth results in an inability by the Organization to meet some of the demands and expectations of members for services. We also note that, despite the zero-growth budget, enormous demands for ILO services are being made all over the world, especially in eastern and central Europe and Africa, as a result of the emergence of democracy and structural adjustment programmes. The success of our endeavours in this regard depends on the degree and level of the ILO's response during these critical times. It is our hope that the zero-growth budget will not be a permanent feature and that a more responsible budget will be formulated to ensure that full and effective services are provided to member States.

My delegation welcomes the ILO Technical Cooperation Programme which is intended to promote active partnership and the implementation of ILO-sponsored projects. We believe that the deployment of ILO multi-disciplinary teams in our region can bring the ILO closer to its constituencies as envisaged. However, since this is a new development, we believe that more details and better guidance on the functioning of the teams and their relationship with member States and other social partners need to be clearly spelled out to avoid misunderstanding.

All the agenda items of this Conference are important topics. Discussions on the prevention of major industrial accidents and the discussion on part-time work, are very important. Allow me in conclusion to observe that while part-time work programmes seem to be causing concern in developed countries at the moment, we believe that fuller debate on these concepts will provide useful lessons to the developing countries for any problems which may arise in the future.

Original Chinese: Mr. PAN *(Employers' delegate, China)* – First of all, please allow me to congratulate the President on his election to chair this session of the ILO Conference. I wish the session every success under his leadership and that of the Vice-Presidents.

It is very timely and significant to choose social security as the theme of this session. We share a common interest in the Report of the Director-General and the theme of the session, partly because social security is both a reflection of social civilization and social progress, and an important condition for social stability and economic growth, and partly because this is a very practical issue and a focus of attention for China in the process of its reform and opening up. The successful solution of this social problem is in the interest of various parties and has a direct impact on the reform process and our objective of developing a socialist market economy. Meanwhile, as China is gradually turning into an ageing society with a national average life expectancy of approximately 70, the issue of social security has become all the more important, especially when China is the most densely populated country in the world. Its urban labour force is composed of 148 million people, and more than 100 million of this massive labour force worked in urban enterprises at the end of last year. As the employers' organization in China, we are naturally concerned with this issue.

Our basic point of view is that the level of social security depends on the level of economic development of a country or region. In the case of China, we must develop a social security system suitable to its specific conditions. The social security system requires the Government, enterprises and employees to share responsibility and combine their efforts. The social security system should be socialized and ultimately developed into an independent network covering the whole society. As representative of the Chinese employers' organization, I take great pleasure in briefing you on the current situation of and prospects for social security in China.

Firstly, China has already developed an embryonic form of multi-level old-age pension insurance system combining a basic pension fund, a supplementary enterprise pension fund and individual pension deposit. The basic pension fund is jointly financed by the Government, enterprises and the employees. The enterprise pays its contribution to the basic pension fund before tax payment, based on a percentage of its payroll, as specified by the local government. The individual employee pays less than 3 per cent of his or her wage. In addition to the basic pension insurance provided by the State, the enterprise has a supplementary pension fund for its employees. It is set up on the basis of the enterprise's own economic strength and financed by its own resources. By the end of 1993 about two-thirds of the provinces, autonomous regions, municipalities and cities with independent budgets witnessed the trial adoption of a supplementary pension insurance system in their more profitable enterprises. Some regions and enterprises also introduced the method of linking enterprise supplementary pension insurance with an individual pension insurance deposit. This means that within a certain limit, the more money an employee puts in his or her own pension deposit, the more the enterprise adds to it. The implementation of this multi-level pension insurance system increases the sources of funds and helps maintain the living standards of the retired workers. On the other hand, it enhances the cohesiveness of the enterprise and workers' sense of participation in social security. By the end of 1992 this integrated pension insurance system basically covered all the state-owned enterprises in China and extended to the collective enterprises in 1,759 cities and districts. Some cities adopted the unified proportion and process for the financing and operation of the basic pension funds. Statistics show that 85 million employees of 490,000 enterprises of different types, including over 17 million pensioners, were covered by the old-age pension insurance in China in 1992.

Secondly, considerable progress has been made in the reform of the industrial injury insurance system. To ensure workers' rights to medical treatment, maintain their basic living standards and receive financial compensation and other material assistance in the case of an industrial accident or occupational disease, relevant standards and regulations have been formulated. Labour appraisal committees have been set up in more than 2,000 cities and districts in a bid to safeguard the legitimate rights and interests of the workers.

Thirdly, a reform of the medical insurance system has been carried out on a large scale. Due to the problems existing in the old medical insurance system, the current reform concentrates on two areas: (a) the individual worker pays a small percentage, generally 10 per cent, of his or her medical expenses. The amount paid by the individual annually must not exceed a certain limit; (b) the medical expenses for major treatment are covered by the integrated medical insurance on a sectoral or district basis whereby the enterprise and worker share the costs.

Fourthly, the unemployment insurance system has been established in order to safeguard the basic right for subsistence of the unemployed and facilitate social stability. Apart from paying relief and medical expenses to the unemployed, the unemployment insurance agency also provides support to those enterprises which operate at half or an even lower capacity and helps them overcome difficulties for the purpose of reducing unemployment.

Reforms mean a continuing search for new ways. Some of the security systems described above have already been implemented to a large extent and some are still under discussion and experimentation.

Social security is a common concern of the governments, employers and workers of countries enjoying economic growth. We believe that the discussions at this session should provide an opportunity for everybody to learn from each other's useful experience and thus contribute to the further development and perfection of the social security system of our respective countries. Let us learn from each other and benefit together.

Mr. JENNINGS *(representative of the International Federation of Commercial, Clerical, Professional and Technical Employees)* – First, let me lend my voice to those who have congratulated the President on his election and, on behalf of FIET, wish him every success in the exercise of his duties.

The International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) represents over 11 million trade union members in 370 unions in over 100 countries. Our members work in the private services sector – in areas such as commerce, banking, insurance, property services, social insurance and health care, and in industry, as clerical and technical staff. Many are women; many are professional and managerial workers.

Services now account for more than half of all jobs in industrialized countries. Many of these new jobs are part-time jobs. Our discussion in this year's session of the Conference shows that part-time workers are too often second-class workers. They have jobs, not careers. They are overwhelmingly women.

Many employers and governments argue that part-time jobs enable women to reconcile work and family responsibilities. Regrettably, nothing could be further from the truth. So often these low-paid, unprotected, dead-end jobs trap women in poor quality employment and actually widen the division in society between men and women.

Employers everywhere have exploited part-time workers. Where part-time work is undertaken it should be on acceptable conditions. Hence the need for labour standards for part-time staff.

Those same governments and employers are seizing on high unemployment figures to justify creating low-paid, unprotected employment in general. Such employment widens the divisions in society as a whole. It can never be said too often that the ILO was set up precisely to fight against these things.

Times may change. This is 1993, not 1919. But poverty, oppression, child labour and the lack of basic freedoms are still the man-made scourges that create deeply divided and unequal societies. We should not fight any less against them now than before.

The United Nations recently warned of the potential for human strife if the growth of unemployment is not reversed. It called for a billion new jobs to be created by the year 2000. But the creation of low-wage, low-skilled and environmentally unfriendly employment and the removal of social protection from millions of working men and women is a no-win scenario. It will only result in more poverty, more unemployment and more inequality.

It is in this context that we have to see the campaign being waged to weaken the ILO. And it is why we have to denounce arguments that present employment and dignity as either/or alternatives.

This year's Report of the Director-General makes the point forcefully that the social dimension is a co-partner of economic growth. It maps out the role of the ILO in developing much-needed systems of social security and social protection in member States and stresses the importance of tripartism.

The ILO needs to promote further tripartite structures, particularly in regions undergoing rapid change, such as Central and Eastern Europe. It needs to help governments to promote sustainable and equitable economic growth as a goal for all countries, whatever the region. Some Asian governments, for example, think that there is something about their region which makes ILO standards inappropriate. What could this be, we wonder; a greater propensity for suffering?

We need to reiterate that it is for the ILO, not individual government blocks, or the IMF and the World Bank for that matter, to establish labour standards, and it is in everybody's interests for the ILO to do so.

The work can only be reinforced with the inclusion of a social clause in GATT. If no social clause is included, what finer proof is there that governments are turning away from their social responsibilities.

The ILO's authority in doing this will be strengthened if it can respond better to the globalization of the economy and changing work patterns. As we have said before, this also means taking more into account the private services sector.

The ILO must develop strategies to prevent multinationals from carrying out global social dumping. Last year, when I spoke here, I also referred to the need for the ILO to sharpen its ability to influence the conduct of multinational companies. I was dismayed to see that the ILO's Multinational Enterprises Branch and subprogramme were candidates for the chopping block during negotiations in the Governing Body on the 1994-95 budget.

We in FIET oppose attempts to reduce the scope and influence of the ILO's sectoral activities. They play a fundamental role in the ILO. They strengthen the ILO's links with the workplace and complement and reinforce the general activities of the ILO. The interrelation between the ILO's sectoral and general activities should be strengthened, not weakened.

ILO standards are at the heart of the ILO and should remain so. This year's remarks of the Committee of Experts, particularly on discrimination in employment, show that there is much to do. They call more than ever for an affirmation of the universality and indivisibility of the ILO's standards. ILO standards are relevant for all countries, for all regions. What is required is that the ILO have more means at its disposal to enforce those labour standards.

For all of our affiliates in over 100 countries of this world, these standards are a bulwark against oppression. Unions everywhere are faced with government and employer interference in the right to organize and to bargain collectively, particularly where workers occupy professional and managerial functions.

Around the world, in Fiji and in the Republic of Korea, unions face discrimination and restrictions on the right to organize. In Pakistan artificially promoting employees out of the bargaining unit is used as a form of union busting. In Swaziland repeated court injunctions by the authorities have blocked industrial action. In Turkey bank workers cannot go on strike and those employed in public sector banks, who constitute half of the workforce in the banking sector, cannot organize in trade unions. In Colombia and Guatemala and El Salvador violent acts against trade unionists continue. In China repression of human rights continues unabated. In Costa Rica and Peru, as well as other Latin American countries, the adoption of neo-liberal policies has brought a wave of privatization which has also engulfed crucial services like social security and health. Our affiliates in Costa Rica and Peru are not only concerned with their own employment security and working conditions, they are also concerned about the public health and the social security of the working people as a whole.

In Switzerland, one of the world's largest insurance companies, Zurich Insurance, is guilty of a vehement attack on union rights in the United Kingdom. Within days of purchasing the Municipal Mutual Insurance (MMI) in the United Kingdom, the Zurich company, under its President, Mr. Hüppi, unilaterally withdrew from a collective bargaining agreement with our British affiliate, the Manufacturing, Science and Finance Union (MSF), an agreement which had been in operation for over 20 years. From one day to the next 1,500 staff found themselves without trade union representation.

Yesterday in Zurich, FIET and the MSF launched an international campaign on Zurich.

The Zurich action is not compatible with ILO standards. It is a breach of human rights and the Swiss company should reverse its action.

In the United States the multinational Delhaize's affiliate, Food Lion, has been engaging in union busting and has restricted the right of its employees to organize. In Belgium, Food Lion's base, rights are respected, but they do the opposite in the United States. This is not acceptable to our 11 million members. Delhaize should respect rights wherever they operate.

In closing, our affiliates need more than ever for the ILO to focus on what it was set up to do: to support measures by governments to achieve full and productive employment, social protection and equality through the application of labour standards. These should be the key messages that define next year's 75th anniversary celebrations of the ILO.

I would like to finish by congratulating the Director-General on his re-election by the Governing Body. We agree with him that social justice must inspire the political choices made by the world's governments and, of course, by the ILO itself.

In his new term we hope that he will champion the cause that ILO standards are respected and that governments and employers recognize that trade union rights are a fundamental part of human rights.

Original Afghan: Mr. BALKHI *(Government delegate, Afghanistan)* – In the Name of God, the Merciful, the Compassionate! On behalf of the delegation of the Islamic State of Afghanistan and on my own behalf, I would like to take this opportunity to congratulate the President on his election to the chair of the 80th Session of the International Labour Conference. We would also like to congratulate Mr. Michel Hansenne, the Director-General of the International Labour Office, on his unanimous re-election and to wish him success in the future. I assure him of the full cooperation of the delegation of the Islamic State of Afghanistan in ensuring that the deliberations of the Conference are successful.

We hope that its deliberations and results will lead to the expansion of cooperation between the ILO and its member States, and will also have a constructive and positive impact.

We Muslims attach great importance to labour and its correct regulation. Our view of the dignity of labour stems from Islam's lofty values, according to which work is not only an effective social activity to maintain life but also an act of worship and that the worker is beloved of God and sanctified by holy Islam.

A review of the history of the ILO's activities shows that a considerable amount of work has been accomplished in the past and their parallel with recent developments in the world the ILO's activities have been extended and have acquired new dimensions.

The present session of the Conference is taking place in a context of rapid political, social, economic and cultural change in the world in recent years, which has confronted our countries and international institutions with unprecedentedly complex issues.

In such circumstances, countries and international institutions are striving to design and implement a development policy in which economic, social, cultural and human developments will be mutually inclusive and social justice taken into consideration as the ultimate aim of development.

A review of the ILO's activities shows that this organization has already fulfilled certain specifications and is pursuing new goals in line with the new world situation.

The subjects on the agenda of this year's session of the Conference are of special importance. The first part of the Director-General's Report to the Conference deals with the development of systems of social insurance and social protection in ILO member States and ways of improving their effectiveness. In the present situation, the need to improve social security systems constitutes for various reasons one of the major goals of social policy in many countries. But as the need for improved social security mechanisms has increased, the resources available have declined. In such circumstances, we feel that during the deliberations and discussions on this matter it is essential to determine the key issues and social policies in this area and to take concrete measures to further improve social security systems and strengthen the role of the ILO in this process.

The second part of the Report contains an account of the activities of the organization in 1992. We note that the ILO has done a great deal of work in the social and economic spheres, particularly in the fields of international labour standards and human rights, employment and development, entrepreneurship, management training, labour administration, working conditions and environment, social security, labour information and statistics, and technical cooperation.

The above-mentioned activities play an important role in improving conditions in the world of work. The programme and budget proposals for 1994-1995, which are being discussed at the present session, contain a new approach to the planning of ILO activities, and provide for a considerable reorganization of the technical capacity of the Organization. We hope that this new policy will bring the ILO closer to its members through a better understanding of their priorities and needs, consequently fulfilling a desirable precondition for achieving the principle objectives of the Organization, namely the promotion and advancement of democracy, the struggle against poverty and improvement of social protection. The technical items included in the agenda, such as prevention of industrial disasters, part-time work and the role of the ILO in technical cooperation, are the issues which have caught the attention of the countries concerned.

We are confident that the views exchanged and the measures taken in these areas by the Conference will mark an important step towards the protection of workers, the public and the environment from the consequences of industrial disasters. The current circumstances are such that major changes will have to be made in the future direction and in the machinery of the ILO's technical cooperation, and this is an issue of great interest to all Members of the ILO, especially our own war-stricken country.

As you are aware, the Islamic Revolution succeeded in Afghanistan last year after 14 years of struggle and the Islamic State was established in our country.

In spite of the difficulties, we have started and are continuing to implement major changes in the political, social and economic spheres and to work for peace and political stabilization based on the role of holy Islam. The Islamic State of Afghanistan respects and observes the United Nations Charter and the Universal Declaration of Human Rights and wishes to have good relations with all nations, especially the Islamic countries and our neighbours. The foreign policy of the Islamic State of Afghanistan is based on the principles of peaceful coexistence and respect for the rights of nations, non-intervention in the internal affairs of other countries and support for the right to self-determination of peoples. In conformity with the principles of Islam, the Islamic State of Afghanistan is making every effort to ensure social justice in all spheres of the political and social life of our society, and is taking significant steps to improve the living conditions of the people.

Vigorous action will be taken to lay the necessary foundations for active participation by all economic sectors, especially national entrepreneurs and internal and external investors, in the process of reconstruction and socio-economic development in our country.

Afghanistan, in spite of having rich natural and human resources, has remained backward and is one of the least developed countries. The country's economy depends mainly on agriculture. The previous regime misused material, financial and natural resources and the wealth of the nation for military aims and the destruction of our people.

The war inflicted enormous human and financial damage on our country. Thousands of mosques, schools, houses, roads, highways, vehicles, millions of head of livestock and most of the irrigation, agricultural, technical and communication systems were destroyed. The war inflicted irreparable damage on the country's human resources. About three million people lost their lives and a considerable number were disabled. More than five million people became refugees living abroad. The above-mentioned factors had a negative impact on the general economic foundations, complicating the existing problems in the country's development process.

Owing to its current requirements and difficulties, the Islamic State of Afghanistan has put the reconstruction of the country at the top of its agenda. Given the multi-dimensional problems that exist and the damage inflicted on our national economy, the rehabilitation of Afghanistan is not possible on the basis of resources alone. We are therefore confident that the United Nations system and donor countries will extend financial and humanitarian assistance and help and support Afghanistan.

Afghanistan is one of the oldest members of the ILO, has constantly supported the constructive activities of this Organization and seeks to apply its decisions and resolutions in conformity with its national requirements and conditions. Since Afghanistan is at present implementing a vast rehabilitation programme, we believe that now more than ever before the prevailing conditions warrant cooperation and assistance to Afghanistan from the ILO.

We therefore request the responsible units of the ILO to design a special programme of assistance, taking an active part in the process of rehabilitation and allocating and distributing the necessary funds and resources, as emphasized in the joint communiqué of the 13th Conference of Asia and Pacific Labour Ministers in Teheran, giving priority to Afghanistan.

Before concluding, I would like to state that the Islamic Republic of Afghanistan requires the urgent assistance of the ILO and its member countries in the following fields: training of skilled specialists and technical personnel, rehabilitation of disabled and handicapped people, establishment and revision of equipment and vocational training centres, creation of employment opportunities for disabled women, the despatch of experts for methodological assistance, the design and planning of projects to create employment opportunities for returnees, the promotion of economic efficiency in enterprises and the improvement of the management and administrative reforms, the design and implementation of projects to extend self-employment, the design of special projects in the field of human resources development and the establishment of small computerized systems in the sectors of manpower planning and placement.

(Mr. Badey takes the chair.)

Mr. BOEDJOSASTRO *(Employers' delegate, Indonesia)* – It is a great honour indeed for me to have the opportunity of presenting this statement on behalf of the Employers' Association of Indonesia at this auspicious gathering of the ILO.

May I congratulate Mr. Abdel-Hak on his election as President of this Conference, and further Mr. Badey, Mr. Tabani and Mr. Bustos Huerta for their respective election as Vice-Presidents. I am convinced that with their vast experience and wise guidance the International Labour Conference will proceed to success as expected by all participants.

Special words of appreciation and congratulations are due to Mr. Michel Hansenne, the ILO Director-General, for his excellent and comprehensive Report on the ILO activities. The themes "social insurance" and "social protection" as selected are most appropriate for discussion at this Conference, and this is for the following reasons.

The ILO has a prominent role in the outlining of social security, especially in the formulation of various related international standards. May I elaborate in brief?

From 1925 to 1940, in various Conventions on compensation for occupational accidents, health insurance, pension insurance, and unemployment insurance, the ILO used its influence to expand participation and the types of programmes.

From 1940 to 1960, defining of ILO policies on social security comprised four aspects: first, risk, such as comprehensive protection against risks for workers, loss of income, medical care, benefits for family; second, improvement of protection for all in alignment of personal and family needs; third, benefits, which should not be excessively high but in alignment with normal living standards and based on defined rights; fourth, payment: appropriate systems of payments for participants. In 1952 the Social Security (Minimum Standards) Convention (No. 102) was adopted.

The 1960s saw the birth of new independent countries. Along with development of programmes, new tendencies and techniques for social security, improvements were made and new standards were adopted, including the Employment Injury Benefits Convention (No. 121) and Recommendation (No. 121), both of 1964, and the Invalidity, Old-Age and Survivors' Convention (No. 120) and Recommendation (No. 131), both adopted in 1967.

At present, almost all countries have their respective programmes for social security, developed industrial as well as developing countries. Although implementation is in accordance with local conditions, general principles as stipulated in ILO Conventions and Recommendations are usually upheld.

Indonesia, commencing with actual economic developments since 1969 with the First Five-Year Plan, achieved increase of production and income for improvement of living standards. Nevertheless, economic growth only is not automatically a guarantee for improvement of prosperity of workers and society. The availability of work opportunities with reasonable income would contribute to the eradication of poverty. But family income could stop, partially or wholly, by death, old age, indemnity, sickness or joblessness. These universal risks should be solved systematically and thoroughly. At present, these risks are usually solved by the Government through the mechanism of social security as an important means for socio-economic policies.

Social security in Indonesia has still a more or less restricted character. For government employees the social insurance programme started even since the pre-independence era, although limited on pension programmes, while for the workers it only started in 1978. After Law No. 3/1992, the system for social security has been supplemented by implementary regulations issued in 1993. The new system provides definite guidelines compulsory for employers and workers, which further ensures satisfactory protection for workers within the limits of company ability to pay. In 1992, Law No. 11/1993 on pension funds was approved, which outlines the voluntary implementation of the pension programme. The two laws in Indonesia are considered as another step of progress for workers' welfare.

In this 80th Session of the International Labour Conference, discussions will also be undertaken on the role of ILO in developing technical cooperation among member countries. It is the wish of the Employers' Association of Indonesia that the ILO put more emphasis on its role for the anticipation of problems caused by political and economic structural changes among member enterprises at national, regional and global level.

May I express my opinion that the time has come for the ILO to redefine the priorities for programmes. We acknowledge that the ILO has a most important task to set up labour standards and thereafter monitor their implementation; but, nevertheless, the Indonesian Employers' delegation expects that (with the present global situation in mind) the ILO should pay more attention to programmes for technical cooperation, with emphasis on training and education.

Human investment is a most vital aspect for employers and workers as well, and more so for developing nations, as a significant contribution to development in each country.

In concluding my statement, may I have the privilege to express my wish and expectation for the greatest success of this International Labour Conference.

Original Spanish: Mr. FERNANDEZ *(Workers' delegate, Uruguay)* – I would like to congratulate the President and the other Officers on their election, which is a guarantee of the effective work of this session of the Conference.

We have read this year's Report of the Director-General. It comprises a detailed analysis of the passage from the social insurance schemes of the beginning of this century through the development of social security to the present day, when we have social protection, at least in the industrialized countries. The Report points out the extreme disparities between the systems in various regions concerning the way to deal with structural questions such as financing, types of benefits and other matters.

The Report notes that the developing countries, where the systems have reached the highest degree of development, are facing major difficulties and that the systems in the underdeveloped countries are insufficient, even at the very basic level.

It goes on to state that "in the next decade or so, better economic growth will enable the developing countries to do a great deal more".

In the conclusions it is suggested that development policies should be introduced in the social security field to give it a more prominent role in national budgets, even if these are modest and are subject to restrictions.

Our prospects do not look good, then. How can we achieve economic expansion, which is the linchpin of the dynamism we so need? How can we reverse the present situation when the major financial institutions, be they the IMF, the Inter-American Development Bank or the World Bank, are imposing policies which are virtually strangling our peoples? These adjustments themselves go beyond mere economic requirements, defining indiscriminate privatization policies which in the medium term will severely weaken these States, transferring the real power to those who have economic power.

Over and above this question of privatization, these imposed policies are interfering with national sovereignty, bringing about fundamental changes. For example, the central banks are gaining power to the point where they no longer will answer to the political powers.

But to return to labour and social security questions, it is tragic to see the dismantling of protective standards for workers. It would appear a new god has been found, namely competitiveness. It is to be fostered at any cost. Any possible measure is acceptable that would allow investors to move with confidence into these markets, just as sure as productivity and low costs will provide them with excellent profitability.

We do not want to criticize the "neo-liberal" school of thought, but rather the excesses which are taking place in this field. In fact what is happening is that some people are trying to undermine the hard-earned rights the working class obtained during more than a century of struggle.

Just when it appeared that a model of working and living conditions had been acknowledged, with a certain degree of job security and legal standards, the clock has been abruptly turned back. Workers' protection is now being attacked under the guise of calls for flexibility, the aim being to turn the worker into a mere factor in the cost of production.

Of course, we are not saying that social policy should not keep up with changes in our modern society. Clearly the workforce must adjust to the new technological reality.

But we cannot accept a situation in which permanent labour contracts are rejected in favour of atypical types of contracts in order to avoid having to make severance payments.

"Labour deregulation", which in its most serious form can even call into question the legal basis of collective bargaining, is another example of something we cannot accept. Similarly, stating that collective agreements alone should regulate working conditions is wrong, as in many underdeveloped countries such as mine there are sectors in which workers cannot in fact unionize.

We can now see that the employers are in fact making efforts to focus on the individual employment contract. The employer considers it a pact among equals. It thus appears that we are going back to the bourgeois concepts of the late eighteenth century. Naturally, this means an attempt to reduce as far as possible union rights and the right to strike.

There are examples of all this within the ILO itself. I should like to mention two concrete ones. First of all, there is the study which was drawn up by the Committee on the Application of Standards concerning systems for the interpretation of Conventions. As we know, this question stems from the disagreement of the employers and some governments with respect to the interpretation of the right to strike, as established by the ILO's specialized bodies.

The second question I would like to mention is the rigid and intransigent stance of the employers who refuse to adopt new international labour Conventions. This position would appear to be based on a premise that, so far as the workers are concerned, progress has come to an end and all that the future holds will benefit the employers.

Of course, my general comments here today apply to the situation in many countries.

Uruguay has been very strict in applying the IMF's formula. The consequence is that the economic policy of our country has had a deep impact on society as a whole due to the fact that we have insufficient pay and a difficult employment situation. These measures also have an impact on health and education.

The monetary institutions' demands boil down to brazen interference through the establishment of conditions which reduce social security benefits and privatize social security systems, depriving social security of a sense of solidarity and embezzling its very purpose.

I would like also to state before concluding that governments must more carefully take into account the opinion of their peoples.

We recently had a referendum in our country, on the basis of which certain legal provisions which would have opened the way to indiscriminate privatization of state services were invalidated.

The outcome of this referendum reflected clear opposition to the socio-economic policy of our Government.

I must now, unfortunately, refer to an unavoidable subject. In 1992, 260 trade union members were killed; 2,500 were arrested because of union activity; and 40,000 people lost their jobs for having sought better working conditions.

We would like to protest against this atrocity and express our solidarity with our fallen brothers and sisters, who fought for fundamental rights: for life, work and liberty.

Original French: Mr. OECHSLIN *(Employers' delegate, France)* – Part I of the Director-General's Report, *Social insurance and social protection*, is of considerable interest, not only because of the information it contains on social security – one of the ILO's most important programmes and a field in which its competency is universally recognized – but also because it illustrates the problems encountered in the practical implementation of the ILO's "message". It is a pity that there was not enough time to submit the Report to a preliminary discussion at national level.

I think, firstly, that on the whole the Report gives us rather an idealistic and optimistic picture. The smooth transition from social insurance to social security and then to social protection unfortunately does not entirely correspond to actual experience. In the most advanced countries we still too often see pockets of poverty that seem immune to social protection measures. The recession obviously accentuates this phenomenon. Furthermore, in many countries the public authorities are compelled to lower the level of certain benefits or to withdraw guarantees that they will maintain their real value in relation to the cost of living. This situation can be explained partly by the inexorable rise in the cost of social protection itself, as a result of unfavourable demographic trends, or skyrocketing health expenditures. But these countries are also asking whether these economic difficulties are not linked to overly ambitious social protection schemes.

Such schemes have to be financed either out of contributions levied on employers and workers, or out of the public treasury. Therefore, they entail higher labour costs, larger compulsory contributions by enterprises and individuals and budget deficits.

ILO standards generally define the level of benefits but do not address their financing. At the time of the Declaration of Philadelphia, or even when the Social Security (Minimum Standards) Convention, 1952 (No. 102), was drawn up, the members of the International Labour Conference, practically all of whom came from industrialized countries which were going through a period of economic expansion, might have felt that social security expenses represented transfers and, therefore, had only little influence on growth and competition. Their indifference with respect to the problem of the financing of social security was understandable if not justifiable. Today, we can no longer ignore the effect on the economy, be it positive or negative, of the level and modalities of social protection expenditures. The ILO cannot disregard this debate, even if the working methods of the Conference are hardly suitable to it.

Turning to the developing countries and the countries in transition, too often we find a truly tragic situation. Some countries boast of exemplary legislation which on paper is in line with the most progressive standards. The reality is quite different. The value of benefits is reduced to zero as a result of inflation, and nothing much remains of the contributions paid by enterprises and workers. Administrative costs consume a disproportionate share of resources, when such resources are not misappropriated or embezzled. Corruption replaces the utopia of egalitarianism with unjustified privileges for the wealthy or the politically well-connected. These problems are referred to in the Report, particularly on pages 52 and 53 but with a restraint which is a little too diplomatic and which does not contribute to a much needed greater awareness of the problem.

Another danger that is threatening systems of social protection in developing countries, and perhaps in advanced countries as well, is that the level of contributions and the bureaucratic methods of collection encourage a flight into the informal sector. In many countries fewer and fewer enterprises are having to pay more and more for uncertain benefits. We get into a vicious circle which ruins both the enterprises and the social security system without providing true guarantees for the workers.

What instruments does the ILO have for helping member States, employers and workers?

We have Conventions, and a fundamental text in Convention No. 102. The Director-General himself notes on page 41 of the Report that the level of ratification is very limited. He attributes this partly to technical reasons. The Committee on the Application of Standards should identify the specific reasons so that the Conference can adopt the necessary changes that will lead to the ratification and application of these texts, in other words, make them applicable.

The Director-General adds that other governments have refrained from ratifying because of the shortcomings and failings of their social security systems. But it is precisely these shortcomings and failings that we have to get at. We have to help member States to find a social security system that will provide the greatest degree of true guarantees for workers, taking into account the economic implications of the methods and levels adopted, and the possible backfiring of some well-intentioned measures on economic growth, and thus on employment.

I am well aware that the Social Security Department and the ILO experts in the field are devoting themselves to this task. But I do not think that they can base themselves, in the advice they give, exclusively on Conventions. Naturally they have their own personal experience and their knowledge of the systems of the different countries and the way they are applied in practice. Apart from the rather superficial discussions in regional meetings or in the less frequent meetings of experts which do not have a political mandate, they scarcely have any directives that represent an ILO doctrine. There is no model of social security because it is necessary to take account, not only of the level of development, but also of national administrative capacity and traditions. It would, for instance, be premature to give up certain traditions and forms of solidarity which have managed, here and there, to survive urbanization.

Therefore, I cannot but support some of the Director-General's proposals, such as his warning against the idea, and I quote "that systems established in the developed countries can or should be replicated in the developing world". It is also correct, and I quote "to review social protection policies in the context of overall development policies, and to integrate them into the general development strategy". However, to say that neither full employment nor economic prosperity is a *sine qua non* for social protection is perhaps true in theory, but it could be dangerous if it were to encourage those responsible to ignore the real dangers to economic prosperity and employment of certain social protection measures or certain methods of financing whose final effect might be entirely opposite to the objectives sought.

It is therefore not enough to propose, as our Conventions do, desirable levels of protection which seem to lie beyond the grasp of a large number of member States. We also have to help member States to work out the parameters which will permit governments and the social partners to develop systems taking into account the economic and social requirements and allowing for an optimum use of inevitably limited resources. This is not something suitable for the kind of standard-setting procedures we are accustomed to using at the Conference; new methods are needed and we must find them.

In that sense, this discussion goes beyond the issue of social protection. It requires us to think about the means at our disposal for achieving the ILO's objectives. Standards are a means, but not the only one. This is a subject we will have to come back to.

Mr. MOTSA *(Minister for Labour and Public Service, Swaziland)* – It is indeed a great honour and privilege once again to have the opportunity of addressing this august assembly, on my own behalf and that of the delegation of the Kingdom of Swaziland.

I bring the Director-General and the distinguished delegates at this 80th Session of the International Labour Conference greetings and good wishes from our Head of State, His Majesty, King Mswati III, and from the people of Swaziland.

Allow me to take this opportunity of congratulating the President and the other officers on his election to perform such a formidable task. There is no doubt that with your competence, wisdom and judgement, this august assembly will achieve fruitful and meaningful conclusions.

The Kingdom of Swaziland remains under the leadership of His Majesty the King. His Majesty is committed to the social and economic improvement of his subjects and the country as a whole, while maintaining and strengthening the traditional cultural values which have helped to make the Swazi people a peace-loving nation.

Like many parts of the world Swaziland has continued to experience serious unemployment resulting from the deep economic recession which has affected the world. It, as a land-locked, agricultural country, has had to endure the effects of a very serious drought. These effects have aggravated a spate of retrenchments and the complete shutdown of many of our industries. To redress the situation, His Majesty's Government has made tireless efforts to attract investment by other nations in order to open up more large, labour-intensive businesses. We continue to make this appeal in the hope that those who have been made redundant will once again enjoy a decent wage with which to support their families.

Few changes have been made in labour legislation, although a study is currently being carried out with a view to harmonizing all our labour laws so as to bring them into line with social and economic requirements. A report by the Review Commission, which is tripartite in composition, is expected in a month's time.

The country has experienced a number of wildcat strikes and threatened lockouts due, in most cases, to the inability of employers and employees to deal with their grievances within the existing statutory framework. In some cases, it has been established that even employers' and employees' organizations were ill-equipped to assist their members in settling their disputes peacefully.

Parliament has therefore imposed a responsibility on the Government to take steps to increase awareness of the provisions of the Industrial Relations and Employment Acts. These two pieces of legislation set out what can be regarded as the acceptable standard of behaviour by the social partners. The Government has accordingly set aside a sum of E150,000 for the education of workers and employers on their rights and obligations under the labour laws.

A tripartite planning committee consisting of workers, employers and Government representatives has been appointed to plan and coordinate this programme. Although it started late last year, it was able to run the following courses: dispute handling and collective bargaining; the role of the shop steward; union funds; the role of the members of the wages council; dispute handling; labour inspection; the role of the social partners.

I am happy to say that my Government will continue to fund this programme during the current year.

It was noted that the Department of Labour suffered from an acute transport shortage. Some of the regions, and some sections of the Department, have never had any transport facilities, although the nature of their operations requires them. The Department had only ten vehicles. It now has 21, of which two were donated by the ILO/DANIDA project and nine were purchased out of Government funds. It is expected that these acquisitions will greatly improve the mobility of the labour offices, with the result that problems will be dealt with before they develop into crises.

In Swaziland, there is a renewed interest in fundamental human rights at the workplace. They include the right to a safe and healthy working environment. There is a growing awareness that without safety and health at work, social justice cannot be achieved and that safety and health at work is fundamental to economic development.

We in Swaziland are pleased to note a number of clear trends which have emerged in recent years and which can further guide our activities in the field of occupational safety and health. Firstly, there is a move towards a long-term strategy to promote the participation of all the social partners. This has been made possible by the help of the ILO through the project "Strengthening the factories inspectorate" funded by DANIDA. We are very grateful to our Danish friends and the Danish Government for this remarkable assistance.

Secondly, an effort is being made to extend protection, concentrating on priority areas where safety and health is particularly important and where the number of workers at risk is large. An example of this is the construction industry, which includes road and building construction and has had the highest number of industrial accidents. This is one of the areas where we are concentrating our campaign in health and safety.

Thirdly, there is a clear focus on the role of training and information in mobilizing local resources for implementing an effective strategy in these priority areas. In Swaziland, we have learned in setting safety and health priorities that our action is successful when we concentrate on practical improvements that can be achieved by mobilizing local resources. This has led us to the conviction that local people – managers, workers and safety and health professionals – are best motivated to implement these practical improvements when they are given the chance to work together to achieve specific goals using local materials.

Our determination to tackle these issues stems from the gritty reality that 33 workers were killed at work in 1992 and over 800 injured, and a number maimed and disabled for life. These figures are no different from those of previous years in a working population of about 200,000.

There is a strong need to establish a legal framework to cover the entire working population, with clearly defined roles for the Government, employers and workers. We have to admit that many workers in small-scale enterprises and in the rural and informal sectors remain unprotected. Particular attention needs to be paid to those working in hazardous conditions, for instance in asbestos mines, and various vulnerable groups of workers on the farm and estates, particularly with regards to the handling of farm chemicals and pesticides.

May I assure this Conference that occupational health and safety will remain a top priority issue for my Ministry and the Government of Swaziland.

Finally, may I conclude by conveying my Government's appreciation for the valuable assistance which my Ministry continues to receive from the Office of the Director-General including the Regional Office.

In particular, I would like to register my Government's appreciation of the invaluable assistance given to my country by the African Regional Labour Administration Centre (ARLAC). In the last three years, ARLAC has given Swaziland US$5,000 for organizing tripartite seminars at national level. The aim of such seminars is to improve collective bargaining and promote the tripartite relationship. The Regional Office has always cooperated with us by providing technical assistance where it is needed, and continues to do so.

The Factories Inspectorate staff and labour inspectors, including the rank of the commissioners of labour, continue to get places in seminars, workshops and symposia provided by ARLAC.

Mr. MALLIA MILANES *(Employers' delegate, Malta)* – The Report on *Social insurance and social protection* presented by the Director-General to this year's session highlights the impressive development which has taken place in all regions of the world during the present century, particularly since the end of the Second World War, in the expansion and consolidation of the concept of social welfare. It draws a distinction between the comprehensive "welfare state" systems painstakingly built up in industrialized countries where the early schemes of social insurance designed to protect workers and their families against social hazards, chiefly old age, sickness and unemployment, gradually evolved into more comprehensive social security schemes, providing universal coverage, underpinned by an impressive degree of solidarity between the generations. In turn, the concept of social security in these countries was further expanded to encompass a framework of social protection which provides a solid base of social support for all citizens not necessarily dependent on their contributions or their employment history.

The success of the industrialized countries in implanting such an ambitious welfare structure owed much no doubt not only to the general political and social consensus within their societies which expressed itself in a remarkable degree of solidarity, but also to the fact that these countries throughout this period were experiencing significant economic growth.

In the developing countries, although the political desire for similar welfare structures has not been lacking – inspired certainly by the various international declarations and ILO Conventions and Recommendations – the means were generally lacking to construct similar systems, nor were the basic social and economic requirements available.

With a considerable informal sector slipping through the tax net, massive unemployment, erratic or negative economic growth, and the absence of stable and democratic political structures, the essential social consensus in favour of a redistribution of income through a combined tax and benefit structure could not be attained.

Another category of countries are those engaged in the transition from a planned economy to a market-oriented economy. These countries face a particularly difficult process because of the scale and speed with which change is taking place. From a system of state-guaranteed employment they have to develop a safety net to provide a minimum income for those losing their jobs as a result of economic restructuring. The problem is that there will be too many unemployed and too few viable employers and employees.

Even in the first group of countries to which I have referred, namely Western industrialized countries, new signs of strain threatening the all-important social consensus have begun to emerge in recent years. These have mainly to do with demographic trends particularly an ageing population as well as high and persistent levels of unemployment and decelerating economic growth.

The combined effect of these factors is bound to create increased demand for support and benefits at a time when contributions and tax revenues are in decline.

This problem has already prompted the European Commission to embark on a study which, according to reports, will not only examine the state of competitiveness of the European Community vis-à-vis the rest of the industrialized world but will also tackle the sensitive question of whether the Community's welfare state policies may be contributing to low growth, rising unemployment and the inability to create new jobs in sufficient numbers. In this context, the recent decision by the German industrial lobbies to oppose the Government's plans for a new social insurance surcharge to finance a 13 billion deutschmark programme to provide residential care for the chronically sick and the elderly assumes a certain significance. Opponents described the proposals as a direct threat to jobs and investment.

Let me now turn to the situation in my country, Malta. Before the Second World War, Malta was still a British colony. There was no social security system except for pensions and sickness covering government employees and a workmen's compensation scheme providing very limited protection against injury at work. After the war the first step in the construction of a social welfare system was taken through the enactment of the Old Age Pensions Act, 1948. This provided for income support, based on a means test for retired persons and was financed out of general tax revenues.

In 1956, under a system of local self-government, a national insurance scheme was introduced on a contributory basis with employees, employers and the State, each making equal contributions at a flat rate to the National Insurance Fund. Benefits included coverage for sickness, unemployment, retirement, employment injury, widowhood and invalidity. Medical care and hospitalization were available free or at subsidized rates under a separate system.

During the same year, the National Assistance Act was passed by Parliament which provided income support, irrespective of age, to households with inadequate incomes. It also provided for free medical aid and financial assistance to specified categories of chronically sick and handicapped persons. Again these benefits were generally means tested and financed out of general tax revenues.

Amendments were also introduced over the years to the National Insurance Scheme which, in 1965, was extended to cover the self-employed as well as, on a voluntary basis, individuals not gainfully occupied.

The National Insurance Scheme remained fully funded, with contributions and benefits all at flat rates until 1979 when retirement and survivors' benefits became earnings-related and contributions were levied on a graduated income-related basis equivalent to one-twelfth of the basic wage payable by employers, workers and the State, with the self-employed contributing one-eighth of their income – but always subject to a maximum ceiling.

The funding concept was abandoned at the same time and replaced by a "pay as you go" system. This was due to the fact that the National Insurance Fund had been allowed to run down completely.

In 1987, the three basic Acts, namely the Old Age Pensions Act, 1948, the National Assistance Act, 1956, and the National Insurance Act, 1956, were incorporated into a single Act – the Social Security Act, 1987. This amalgamation blurred the hitherto clear demarcation between the benefits payable under the National Insurance Scheme, which were essentially based on the individual's contribution record, and other benefits based on a means test which had always been financed out of general tax revenues.

A singular and insidious feature of Malta's compulsory national insurance scheme, as amended in 1979 and which remains in force to this day, concerns retirement pensions.

The law provides that retirement pensions should amount to two-thirds of the average earnings prior to retirement, always subject to a specified maximum. However, it also provides that any pension received from the employer is deducted from the national insurance pension. The result inevitably was that all private pension schemes have been liquidated. Thus, the burden of all retirement pensions has fallen on the National Insurance Account and there is a continuing disincentive for private pension schemes which could relieve some of this burden.

Partly as a result of this, the "Social Security Account", published annually by the Government, shows an ever widening so-called "welfare gap", defined as the difference between receipts from national insurance contributions and all items of expenditure on social security, with the deficit met out of general revenue.

Employers find it difficult to accept the concept of the welfare gap as described by the Government. In particular, it is not clear why, whereas all receipts under the account relate exclusively to national insurance contributions, the expenditure side includes not only contribution-related benefits but all non-contributory payments provided under the former Old Age Pensions and National Insurance Acts, as well as considerable sums for hospitals, health and care for the elderly.

Recently, worried over the forecast trends resulting mainly from an ageing population, the Government has prompted a national debate concerning the sustainability of the present system over the long term. Suggestions floated have included raising the pension age as well as contribution rates. With regard to the latter, this year has seen the contribution payable by employers rising from 8.33 per cent of basic wages to 10 per cent – an increase of 20 per cent. All three social partners are currently engaged on this debate.

Employers in Malta welcome the opportunity provided by Government to participate actively in the ongoing debate concerning the future of the social security system in Malta. Indeed, my association was among the first to call attention to the distorted picture presented by the so-called welfare gap, in particular with reference to the virtual prohibition of private pension schemes and no possibility of partial opting out from the State's two-thirds earnings-related pension scheme.

We as employers strongly believe that this debate could benefit from the expert and disinterested advice that the ILO, with its vast knowledge and expertise in this field, could contribute. We feel the ILO should assume a leading role in guiding the social partners in their endeavours to achieve lasting solutions.

Another important item on this year's agenda is part-time work. Although part-time work in Malta is still relatively low in a situation of full employment, it is foreseen that in common with other countries an expansion is likely. At present, the total number of part-time employees is evenly divided between those who have part-time employment in addition to a regular full-time job, and those whose sole occupation is part-time employment. Both categories together account for about 10 per cent of the workforce.

Together with other Employers' delegates, we still believe that the subject does not necessitate a Convention and that a Recommendation would be more suitable. Looking at the proposed Convention, we fully associate ourselves with the stand of the IOE that any international standards with regard to part-time work will inevitably result in the over-regulation of and rigidities in the labour market with all their negative effects.

Original French: Mr. LEBRUN *(Workers' delegate, Haiti)* – I would like to join the previous speakers, on behalf of the Haitian trade union organizations to which the Haitian Workers' Confederation belongs, to offer our sincere congratulations to the President of the 80th Session of the International Labour Conference on his election. My congratulations also go to Mr. Hansenne on his re-election as Director-General of that tripartite parliament, the International Labour Office.

Haitian workers expect much from this new mandate, and believe that the reforms undertaken will re-energize this distinguished institution, although the end of the cold war and the insane competition between the big blocs may compromise the mission and even sign away its future.

As every delegation knows, this year the Report of the Director-General focuses on *Social Insurance and Social Protection.* This Report has enabled everyone of us in the partnership to reflect on the big challenges posed by social protection in the light of the increasing impoverishment of the working class. For some countries, especially those of the North, this inalienable right represented by social security is no longer a claim but rather a tradition that workers enjoy legally. However, in many countries of the South social security remains a myth, and a source of corruption from which political leaders line their pockets.

Before I describe the situation of social protection in my country, Haiti, may I remind you of the context in which we live. After 30 years of the Duvalier's dictatorship, its collapse in 1986 allowed workers and their organizations, through constant struggles, to acquire certain social, economic, civil and political rights. This democratic wind was quickly done away with. Since the coup d'état of 30 September 1991 which overthrew the democratically elected president, Jean-Bertrand Aristide, after seven months in office, Haiti fell back into the hands of those who were eager for power. Oppression is a daily occurrence and enormous exactions are made on the whole population.

Against this background, when the fundamental rights of workers are trampled underfoot, it is clear that the institution that should take charge of the social security system is inoperative: it is one of the "milch cows" in fact of the civil and military leaders and this has always been the case, from the macoute regime to the present day. Despite the assistance of the ILO since 1988 and the study and the project it proposed, which was put to our Ministry of Social Affairs, nothing has changed and everything remains a dead letter. A real source of corruption, the social security regime of Haiti, ONA/OFATMA, could not be transformed into viable institutions in a few years. However, we must all admit that with unstable, unpopular, unlawful and, moreover, iniquitous governments, which violate the most basic right of workers, nothing positive can be achieved for the benefit of workers. Since the coup d'état of 30 September 1991, workers have lost not only the right of assembly and to assert their other rights, to contest working conditions which are often inhuman, claim just wages and to celebrate their holidays, but they have also lost the right to live in a free, democratic society that respects social justice.

Will our cries finally be heard? Are we truly the only ones responsible for our situation? Who is now manipulating our destiny? And why are workers and the whole of the population direct victims of this heavy burden represented by the economic blockade? It is true that an embargo applied and respected by governments in accordance with their commitment and their decision could have overturned the organizers of the coup. But what has happened? The embargo has had no effect except to impoverish the workers and the people, and also to enrich the rich. More than 100 enterprises have closed their doors, and more than 200,000 workers have lost their jobs in 21 months, as if unemployment in Haiti was not already high enough. Totally destitute, many Haitians are condemned to flee to other countries, to America or Europe, to escape repression. For today, Haitians, when fleeing the country, risk their lives on clandestine voyages in unsafe vessels. Thousands have been drowned and almost 45,000 have been intercepted at sea and turned back.

Three days after the coup d'état of September 1991, the Confederation of Haitian Workers, like all the other trade union organizations in the country, condemned the coup and demanded a return to constitutional order. Then the workers and especially the political and trade union leaders were imprisoned, and some were tortured, for their affiliation or for their political beliefs. Some were also obliged to leave the country while others agreed to stay although running enormous risks simply through being militant workers, active in a trade union organization or a political party. The right of expression and belief is disregarded and activists in the media are one of the main targets of the *de facto* authorities. Many journalists are still persecuted and have to go into hiding for fear of reprisals. Many papers and radio stations have been ransacked and closed while those that remain active are subjected to draconian controls. The civil population, men, women and children without distinction, are not spared this wave of violence. Summary executions, arbitrary arrests, abuse, intimidation and threats, unauthorized searches and vandalism mean that the Haitian people live in anxiety but still retain the hope of a speedy return to a state based on law, and a return to constitutional order.

Every year thousands of government, employers' and workers' delegates meet in this tripartite parliament to analyse the report of the Director-General, evaluate the application of standards and work on draft Recommendations and Conventions which subsequently will be left to the good will of the deliberations of our respective governments for ratification. Some delegations will shortly see their efforts crowned not only with the ratification of Conventions in their countries, but also with the will to respect their application. For other delegates, for lack of a clear will to built a pluralist, democratic society, stamped with social justice, their struggle will continue, and they will come back every year to Geneva to listen to the appeals to their governments either because of violations of ratified conventions, or for recommendations to be ratified or applied.

In just a year the ILO will celebrate 75 years of existence. Haiti as a founder member has always been treated as a poor relation. Convinced as I am that the right to develop constitutes one of the central pillars for the building of a society in which social, economic, cultural, civil and political rights are respected, the general discussion of this 80th Session has engaged my attention in particular. My presence in the Committee on Technical Cooperation shows the interest which the Haitian trade union movements, and my organization in particular, attaches to better staffing and to effective, integrated cooperation, inter alia through assistance from the ILO. In view of the importance of the right to development and the context in which my country is developing, may I refer to a passage from a proposal drafted with CECOTRET-CSC, the Swiss Workers' delegation, and addressed to our working group, and I quote "there can be no unique pre-established model and this implies that authentic development requires self-determination of peoples, recognition of their sovereignty over their natural resources and wealth, and full respect for their cultural identity; (...) this process requires the active and conscious participation of individuals and groups in the adoption of decisions at every stage from determination of objectives and the means to attain them to the application of these means and the evaluation of the results".

Haitian workers are convinced that the country can emerge from this misery. However, in view of the disastrous political, economic and social situation of Haiti, we may well wonder about the future. This is why we appeal to the decision-makers of the great powers to give us the means of finding a peaceful and definitive solution to our crisis. Or let us seek a solution ourselves in which there will be neither conquerors nor conquered, but at least a solution from which the country and its people will benefit.

We do not want the spectre of the Sahel to hover over us; we reject any invasion or new occupation of our country. For what would that mean?

We are fighting every day for all human rights and fundamental liberties to be respected in Haiti. In the name of the rights of the Haitian trade union organizations and my organization in particular, we condemn the breakdown of the democratic process on 30 September brought about by the coup d'état. We equally condemn the embargo as a political influence incapable of ensuring a return to constitutional order and democracy. We denounce the time-wasting of international bodies and their hypocrisy in seeking viable and definitive solutions for the return of the democratically-elected President Jean-Bertrand Aristide.

My organization reaffirms, in order to break the chains of the oppressor's yoke, the resolutions of these national councils concerning the necessity and urgency of bringing all sectors of national life around the negotiation table for a national debate so as to bring the country out of the crisis which has lasted all too long.

Original Arabic: Mr. SAHBANI *(Workers' delegate, Tunisia)* – In the name of God, the Merciful, the Compassionate! On behalf of the Tunisian General Labour Union and on my own behalf, I have pleasure in offering the President and Vice-Presidents my warmest congratulations on the confidence placed in them by all the delegations participating in the Conference. I am sure that the proceeding of this historic session will be crowned with success under your leadership. I also take this opportunity to thank the Director-General, Mr Michel Hansenne, for his excellent Report and to congratulate him on his reelection as executive head of the International Labour Office. I wish him every success in his work. We shall stand by him in all his efforts to secure observance of the Organization's lofty principles and to promote the well-being of all workers throughout the world.

The subject of the Report of the Director-General to this session is well chosen, since it is one of the foremost concerns of workers and the international trade union movement. The matter of social insurance and social protection for workers is absolutely vital, a top priority at the present time and counts as a basic human right. The Report rightly notes the inviolability of the right to social security and the need to link the extension of social coverage with economic, social and political development in the developing countries. In doing so, it is merely reiterating the principles that led to its foundation in 1919 and that underlie all subsequent international instruments, in particular the Declaration of Philadephia and the Universal Declaration of Human Rights.

The Report contains a detailed review of the situation in the Third World and an array of facts and statistics that provide food for serious thought on a situation that has become desperate. Millions of people are suffering from hunger, poverty, lack of health care and illiteracy. One-third of the world's population are without access to clean drinking water, roughly half are without proper health care and last year 33 million children died of diseases contracted from unsafe drinking water. There are 1,800 million people in the Third World with no access to health services and 1,300 million living under the poverty line. These figures from the Report of the Director-General move us to deep reflection on this tragic situation and incite us to take radical action at both the national and international levels.

The picture needs to be changed completely. As the twentieth century draws to a close, a century of changes that transformed the face of the earth, mankind cannot continue to allow half of its number to live in inhuman conditions. Compulsory social coverage is the basic prerequisite for the social justice to which we aspire. In a unipolar world based on the market economy, cut-throat competition, the supremacy of the profit motive and the withdrawal of the State from the field of social services, we cannot stand by and allow the social sphere to be turned into a market ruled by brute force, in other words the law of the jungle. The human need for work should not imply turning workers into easy prey for employers, especially multinational enterprises that seek to make profit at the expense of workers, even if it means depriving them of basic social coverage.

I wish to take this opportunity to appeal to all trade union organizations and to governments to take steps to have social coverage made a precondition for all investment projects. What we are seeing today is multinational companies exploiting the investment needs of many Third World countries to limit social rights and hence social protection. Solidarity among workers, both in the North and in the South, is the only way of thwarting the aims of these companies, which have gained ground at the expense of the rights acquired painstakingly by workers in the course of a century.

I also wish to take this opportunity to review the situation in my country. My organization, the Tunisian General Labour Union, has been fighting since the 1940s for the extension of social protection to all workers and other social groups. We view social protection as a basic prerequisite for social well-being. My organization, which suffered constraint and oppression under the previous regime, which imprisoned and tortured its leaders, is today operating in an environment that guarantees trade union rights, general and individual freedoms and human rights thanks to the historic change that occurred in Tunisia in 1987, the symbol of which is the existence today of democratic rights and freedoms which we support spontaneously and wholeheartedly.

I can say without hesitation that we have made great headway along the path of democracy in spite of the brevity of our experience and the fact that social protection is used by some parties as a basic element in commercial competition between different countries. What Tunisian workers hope for, in spite of our presence on the boards of management of the Social Security Funds, is stronger participation for workers' representatives in formulating the policies of the funds and determining their areas of operation.

We feel that the time has come for those who finance the social security funds to supervise their activities and ensure that they operate in such a way as to achieve urgent social objectives. We also consider that the tendency to backpedal on social rights and achievements must be vigorously opposed, especially in the area of social insurance and social protection. My organization has assigned top priority to the task of challenging every move that threatens workers' rights and achievements in the field of social protection. I take this opportunity to call on the International Labour Organization to serve as a technical support structure for its member organizations, especially in the light of the prevailing social situation worldwide and the emergence of new phenomena that threaten social protection such as job flexibility, casual work and the increase in the number of workers in the informal sector.

I also wish to take this opportunity to commend the ILO's efforts in such fields as job training, improving working conditions, the protection of migrant workers and social protection and the special role it is playing on behalf of workers who are more vulnerable than their fellows – I refer to our brothers and sisters in the occupied Arab territories, black workers in South Africa labouring under the yoke of apartheid and workers in countries suffering under an economic embargo or political disturbances.

We are sure that the resolutions adopted by this historic session will be a valuable contribution to the welfare of workers and will help to improve their working conditions, to foster social justice, to guarantee the human dignity of workers, to enable them to participate actively in social and economic life and to move forward on the part of social democracy in such a way as to forge a better future for mankind.

Original Spanish: Mr. TEJADA OLARTE *(Employers' delegate, Panama)* – Firstly, I would like to congratulate the President and the three Vice-Presidents of this 80th Session of the Conference, under whose direction and leadership I am sure we will be able to achieve our objectives. I would also extend our congratulations to Mr. Michel Hansenne on his well-deserved re-election as Director-General.

On behalf of the National Council of Private Enterprise of Panama (CONEP), I would like to express many thanks for this opportunity to speak to this Conference during the discussion of the Reports of the Governing Body and of the Director-General, which I read very carefully and with great interest.

The prevention of major industrial accidents has been a subject of permanent concern for employers because such tragedies lead to regrettable losses of human life, or irreparable physical damage to the persons concerned; in many cases also they can lead to considerable damage to the environment. These consequences are more important and significant to us than the material losses that the industrial installations might suffer, however great those might be.

We are convinced that the progress of technology and the rapid growth of industrial installations make it absolutely necessary, not only to adjust, but also to increase the measures for accident prevention. The ideal situation would be for every industrial installation to have infallible methods, systems and resources that would protect them with absolute certainty against mishaps. In reality, however, this objective is impossible to achieve. That is why we are here, discussing this complex subject, and hoping to reach conclusions that will enable us to enhance our capacity to prevent these tragic events in industrial establishments.

On the subject of part-time work (first discussion), the National Council of Private Enterprise of Panama duly replied to the questionnaire sent out by the Office in 1992.

We have no doubt that this subject will lead to great controversy during the discussions at this Conference, but we hope that the final documents produced by this discussion will not be so strict or inflexible so as to prevent employers and workers from temporarily adapting certain conditions in their respective enterprises, in times of acute crisis, with a view to ensuring survival of the enterprise and of jobs.

As regards the role of the ILO in technical cooperation (general discussion), as a representative of Panamanian employers I have to express our pleasure in seeing that this Organization remains committed to all aspects of vocational training by promoting new programmes at world and regional level. In the light of this interest, the National Council of Private Enterprise of Panama supports the initiative taken by the Panamanian Government formally to request the ILO, through the Ministry of Labour and Social Welfare, to establish in Panama the headquarters of the new regional office for Central America, Mexico, Haiti, the Dominican Republic and, of course, Panama. In this connection, we would like to be able to count on the support of our Latin American brothers present at this Conference.

We hope that the conclusions of each Committee at this 80th Session will be enshrined in documents based on clear and objective formulas that can be implemented in practice, so that they can be adopted and applied, both in highly developed countries and in developing countries, taking into account their limited possibilities in the fields of technology, education and economic and human resources. In the final analysis what really matters is not the number of new Conventions and Recommendations, but the number of instruments that are ratified and implemented by each member State.

Before concluding, I would like to refer to the President's inaugural speech when he said, and I quote: "I would not be exaggerating if I said (...) that the future of mankind in the twenty-first century will to a large extent will depend on the response of the international community represented by various forums, including this Conference." He also suggested that it is imperative, and I quote: "to provide more work opportunities, enhance employment and contain unemployment". These ideas contain well-intentioned objectives. Nevertheless we feel that the reality that we are living is different, because the orientation of the new international economic order is imposed by the rich countries as a function of their own interests; it is in this way that they promulgate economic openness and the liberalization of export markets but domestically they reaffirm their protectionist and monopolistic practices. In this respect we have to express our concern with respect to the new regulation of the EEC (No. 404-93, of 13 February 1993), which restricts the banana market to the detriment of our country. Bananas for Panama represent 50 per cent of our exports of goods, and 50 per cent of paid employment in the agricultural areas. The effects of this new regulation against the entry of Panamanian fruit to the markets of the EEC will have serious and harmful effects on employment levels and the volume of our exports. Furthermore, we have no appropriate substitute to banana plantations. The establishment of quotas that are lower than the normal levels and the prohibitive and discriminatory tariff increases by France, Spain, Italy, the United Kingdom, Portugal and Luxembourg, for us are a clear demonstration of protectionism and monopolies, which are contrary to the principles of mutual cooperation, social justice, the promotion of employment and the common welfare as proclaimed by the ILO to all member States.

We appeal to the spirit of solidarity and brotherhood of the friendly countries represented at this Conference, asking them to support our just claims, and to demand that the EEC suspend this new regulation against banana imports.

We trust therefore that this 80th Session of the Conference will reaffirm the objectives of peace, social justice and the promotion of employment. I conclude reiterating my wishes for success.

Original Spanish: Mr. OBREGON SABOGAL *(Workers' delegate, Colombia)* – On behalf of the delegation of Colombian workers, we offer our congratulations to the President and the Vice-Presidents on their election to their responsible posts at this tripartite assembly.

Violence continues unabated in Colombia. Since the past session of the Conference the trade union movement has recorded 270 murders of its leaders, activists and members. Already 13,000 comrades have been killed in the six long years of existence of the Single Confederation of Workers of Colombia.

In addition to the physical disappearance of our leaders, which I denounce with the anguished vehemence of a trade union movement which wishes to remain in existence, there is the clear and open persecution of our people fighting for social progress under the Colombian justice system, which makes popular activities subject to the criminal legislation introduced to combat the terrorism of organized crime, drug trafficking, and armed rebellion.

Now we are not just burying our comrades who have fallen in this absurd violence. The prisons of Colombia are becoming meeting places for trade unions because our leaders are all ending up there and prosecuted for their social activities.

Fourteen trade unionists have been in prison since February for having organized, participated in, and led a strike in the telecommunications enterprise. Trade union leaders in the oil industry, the civil aviation authority, the National Registry, banks and various public service enterprises are all being prosecuted for trade union activities.

As if this were not enough, the national Government has declared illegal all strikes and stoppages by workers as in the case of the successful national strike of Colombian teachers in defence of public education. Furthermore, the Colombian Government is accepting no form of social consensus. By prosecuting those who fight for social progress and declaring trade union activities illegal, the Government is silencing the protests of the people.

The Director-General of the ILO has included in his Report the theme of social insurance and social protection. This is now the epicentre of discussions in the developing countries as attempts are being made to introduce changes which will have a profound effect on the future of social security for present and future generations.

This is a complex topic in which technology and politics come together. The experience and technical, scientific and professional expertise of the ILO in the study of matters relating to the world of work make it an impartial body which can advise the developing countries in their search for a comprehensive social security system.

This is why our organization asked the Government to request an ILO technical mission, a mission which was frustrated when it was seriously threatened and prevented from talking with workers and with the Congress of the Republic. We workers reiterate our solidarity with the ILO and the technical mission in respect of what happened during its visit to our country.

However, tripartism, which is the essence of our Organization, must cease to be merely praise-worthy rhetoric and be put into practice. In ILO relations there must be no social components with different ranks. Governments, employers and workers have identical rights to the services provided by our Organization.

We believe that social security is the only means of rationalizing production and, as the United Nations has said, to make a development a constant increase in the welfare of the whole population on the basis of their full participation in the process of development and in a fair distribution of the benefits thereof.

As the defenders of labour as a prototype of human dignity, we workers have questioned the image which sells rich living and reproduces the consumerism of the market. The large social utopias are being supplanted by the regulatory pragmatism of the big multinational chains of power.

The debate on social security, which is fundamentally technical and scientific, cannot be separate from social and ethical legitimacy. Let us recall the questioning since the end of the nineteenth century of the belief that freedom and equality were essential individual rights, a reflection of the law of supply and demand.

The struggle of the working classes demonstrated the crisis of individual rights, and the profound injustice caused by interpreting equality and freedom in terms of competition. This is what gave rise to the concept of social rights as a mechanism for balancing existing forces in the various social areas, a principle which has been made a reality and the fundamental component of which is social security.

Human fraternity and social solidarity are a duty and a principle. Humanity realizes that it is man who needs and deserves security and that it is by a common effort within a reciprocal framework of social responsibility that we should seek a solution with the dedicated protection of the State.

The establishment of a social welfare State cannot take as its model the savage exploitation and social deterioration of the neo-liberal view. A national selection of the market is being imposed to ensure the survival of the most competitive with the greatest capacity to save.

There is a clear contradiction between the call for solidarity as an abstract principle which seeks to preserve individual interests and monopolies, and the dismantling of social policies, the reduction of public expenditure and the promotion of individualism devoid of any human meaning.

In Colombia the Government is seeking at all costs to impose individual savings as a pension system, administrated by private profit-making funds. This system does away with generational, regional, social and economic solidarity and promotes individualism, which accelerates and creates enormous social conflicts, unmanageable social costs, destabilizes the political order, increases the external debt, undermines the unity and universality of benefits and does away with social service institutions.

This is the case of the Social Security Institute of Colombia, which is viewed by the Office of the Comptroller General as an efficient body because of its large pension reserves and the provision of invaluable health services to a large percentage of the population. However, the Government is trying to dismantle it, despite the intelligent and feisty struggle of the National Union of Social Security Workers and the whole trade union movement in Colombia.

The lack of solidarity in private schemes thwarts any principle of transfer among groups, regions and social sectors of unequal levels of development, a situation which has a totally negative effect on the redistribution of income and national participation in the GDP.

The privatization of social security is the most absurd historical regression in social policy, for it transforms it into a private insurance which denies the very philosophy of social protection and prevents the proper application of the principles of efficiency, universality and solidarity.

Latin American employers, especially the representatives of speculative financial capital, have signalled their disagreement with the ILO which has demonstrated that a private savings financing mechanism is not only different, but contrary to a social security system.

Governments and neo-liberal businessmen, as is the case in Colombia, are trying to change social security into the financial deal of the century, leaving the great masses submerged in social marginalization.

The ILO seeks social justice and cannot compromise itself in the defence of private financial interests. We express our solidarity with and recognition of the ILO for its vision of social security, especially in the cases of Chile and Colombia.

Social security is the main route to peace. Peace cannot be achieved where human beings cannot satisfy their basic needs. For our organization peace can be achieved through solidarity. The Catholic Church has said that peace in the world depends on solidarity among poor people themselves, among the rich and the poor, among workers themselves and among employers and workers, and between nations and peoples.

We defend solidarity against the onslaught of individualism so that we might achieve a real social security, which is the guarantee of peace.

(Mr. Abdel-Hak takes the Chair.)

Original Spanish: Mr. LAZO PERALTA *(Workers' delegate, Peru)* – On behalf of the workers of Peru, its trade unions and the trade union confederation which I represent, I would like to say what an honour it is to speak to you here at this Conference. First of all, I would like to add to the congratulations of other delegates on the election of the President and the re-election of Mr. Hansenne as Director-General. Above all, I would like to thank Mr. Hansenne for having chosen the subject of social security and social protection for this year's Report, because today in my country it is being eliminated and privatized, thus bringing to an end the tripartite solidarity between both sides of industry and the Government.

One year ago in this international labour forum, my compatriot, Pedro Huilca, denounced the deplorable employment situation in Peru. However, his protest has not been given the attention it deserved, perhaps because it openly called into question the neo-liberal system which is being forced upon us in Peru today.

Today, Pedro Huilca is dead and buried. He was assassinated in front of his house and in front of his wife and children, a victim of the irrational violence inherent in the culture of death which is taking over our nation.

The working class remains the principal victim of the neo-liberal policies pursued by our Government with the blessing of national and transnational employers. The Peruvian Government is callously and obsequiously implementing the programme of economic adjustment and national restructuring designed and imposed by the IMF. This has had the immediate effect of pushing more than 60 per cent of the population into desperate poverty.

And yet, in 1992, Peru paid more than $900 million to service its foreign debt. This year, the amount will be $1.2 billion. This is unacceptable for a country faced with crisis, whose exports account for only about $4 billion a year.

Unemployment and underemployment are worsening. Paradoxically, this situation is being exacerbated by the State which is actually investing money in promoting it in order to facilitate the privatization of its enterprises and divert funds to debt servicing. The minimum salary has been frozen for more than two years and prices are still increasing, with inflation of over 20 per cent in the last five months. The manufacturing system is virtually paralysed and companies are closing down at an alarming pace, throwing more and more workers on to the street daily. The recession is strangling the national economy.

In parallel with this, the Government since coming to power has been systematically developing an anti-labour policy, passing a welter of provisions to impose conditions on and eliminate the labour rights acquired over more than 50 years, and thereby ignoring constitutional guarantees and ILO Conventions. As a result, workers have been appealing to the courts and sending documentation on these appeals to the Freedom of Association Committee of the ILO.

In addition the State, true to its neo-liberal policies, has not been intervening in labour relations and renounced its role as protector and promoter of the weakest sectors of industry with the aim of creating a free labour market; in other words, of turning the worker into an object of supply and demand, and forcing workers with employment problems to seek redress in the courts.

In line with this, and on the dubious grounds that job security discourages investment, the Government has passed legislation, the so-called "Act on the promotion of employment" (No. 728). This law in fact regulates the employment contract, promoting casual employment and doing away with security for workers hired since the promulgation of the law. Despite the time which has passed, we have not noted any increase in employment. I would also like to draw attention to another act, the so-called "Act on collective labour relations" (No. 25593), which eliminates a number of provisions which promoted labour relations in the past and has in fact put in their place provisions which attack deny or abolish constitutional employment rights, guarantees which are universally recognized in, among other instruments, ILO Conventions.

This legislation regulates union activity, promotes the fragmentation of union organizations at all levels, prohibits trade union leaders from participating in politics, authorizes dissolution by any person with a direct interest and legal power, requires the registration and control of activities, books and documents by any authority in flagrant contradiction with Convention No. 87. At the same time, it regulates collective bargaining by limiting the validity of agreements to only one year, eliminating the force of law of the texts for the signatories, and replacing it by a weak binding provision, requires the mandatory revision of previous collective agreements, eliminates *sui generis* contracts and the insertion of article 1355 of the Civil Code in contracts. The Ministry of Labour intervenes only at the conciliation stage, and arbitration is made compulsory in the cases of enterprises whose services are essential in the opinion of the Government.

The right to strike, which is universally recognized and constitutionally established in our country, has in fact been nullified and, through a very complicated legal procedure, its effective application has in fact been thwarted. Even more serious, it is a ground for automatic dismissal. Stoppages which in the opinion of the authorities create serious risks to persons or equipment can be legally stopped or interrupted by the authorities.

"Essential services" are determined by the law and the number of workers prevented from participating in a strike is determined by the law and the authorities.

Collective rights, such as the right to unionization, collective bargaining and the right to strike are only vaguely mentioned in passing in the new Constitution and this means that Conventions Nos. 87 and 98 will be legal instruments which will have to be enforced by actual use.

We have taken a step backwards of more than 50 years in labour legislation. The neo-liberal zeal is jeopardizing social peace and consensus. In a society ravaged by violence, economic crisis and instability, we can expect further undemocratic measures against the workers.

Despite this distressing situation in our country, the workers believe that their problems will be overcome and that the Government will be able to provide sources of work and decent wages. We hope that the world will understand us. I would like to take this opportunity to appeal to governments and workers worldwide so that the external debt of the underdeveloped countries such as Peru can be cancelled in the interest of peace, the harmonious development of humanity as a whole and the dignity of human beings in our country who are striving for justice.

The ILO must take account of this reality and assume its role over and above the ritual of speeches and declarations of good intent.

Mr. NAIK *(Workers' delegate, India)* - On behalf of the Workers' delegation from India, and on my own behalf, I convey to the President hearty congratulations on his unanimous election to guide the conduct of this 80th Session of the Conference of this august body, the only United Nations agency which is tripartite in character. I also extend our felicitations to the three distinguished delegates who have been elected as Vice-Presidents.

This year the Director-General has drawn our attention, through his Report, to an issue of vital concern to any civilized society. Throughout the ages, man has sought social security and freedom from want and distress. From its modest beginning during the initial decades of the present century, social security has since become a fact of life for millions of people the world over. Social security measures have introduced an element of stability and protection in the midst of the stresses and strains of modern life. It is a major aspect of public policy today and its prevalence is an indicator of the progress made by our country towards the ideal of a welfare State.

The concept of social security stems from the ideals of human dignity and social justice. Social security is an incentive for development, substituting as it does hopes for fear, and in the process, improving the efficiency of the working force. Its costs are offset by gains in productive efficiency on the one hand, and on the other, increased savings through the contributions it makes to a country's development.

Since its inception in 1919, the International Labour Organization has played a very significant role in setting international standards of social insurance and in the promotion of social security. Through its Conventions and Recommendations, the ILO has been exerting its influence to extend the range and the classes of people protected, the contingencies covered and to improve the efficacy of the benefits assured.

In India there are numerous statutory measures providing for social security for workers, such as the Workmen's Compensation Act of 1923, the Employees State Insurance Act of 1948, the Maternity Benefit Act of 1961, the Employees Provident Fund and Miscellaneous Provisions Act of 1952 and the Payment of Gratuity Act of 1972. In addition, there is legislation like the Coal Mines Provident Fund and Bonus Schemes Act, the Coal Mines Labour Welfare Fund Act, the Mica Mines Labour Welfare Fund Act, the Iron Ore Labour Welfare Cess Act, the Assam Tea Plantation Employees Welfare Fund Act, the Dockworkers (Regulation of Employment) Act and the Plantation Labour Act. The central and State government employees have the benefit of a pension scheme to which they do not contribute. For the welfare of aged persons, most of the State governments and union territory administrations have introduced old-age pension schemes. For workers of poor families not covered under any insurance scheme or any law, the union government has introduced the Personal Accident Insurance Social Security Scheme, which is applicable to all persons between 18 and 55 years of age who are wage-earners with a poor family and who have become victims of fatal accidents like drowning and snake bites.

The array of social security measures in operation in the country in the interest of the working class, which I am privileged to represent at this session, looks very impressive indeed. But it has to be conceded that these are a few drops in the ocean. It needs to be admitted that since independence, due attention has not been given to social security as such. Only about 3 to 4 per cent of the GDP is being spent on social security. Legislation and other social security measures benefit hardly 10 per cent of the country's workforce of 315 million. Millions of workers in rural areas and in the informal sector do not have any social security.

In a bid to provide a pension to a worker's family in the event of his death, the Employees Family Pension Scheme was brought in under the Employees Provident Fund Scheme. The scheme, with over 13.67 million subscribers, is financed by diverting 1.16 per cent of both workers' and employers' contributions to the Provident Fund. The accumulation of enormous amounts of money in the family pension scheme is ample proof that the family pension is not being received by the widows of deceased workers and the ineffective operation of the scheme due to the callous bungling of the bureaucracy, devoid of a humanitarian approach.

There is also in operation an Employees' Deposit-Linked Insurance Scheme to which workers are not required to contribute. There has been for a long time a suggestion for evolving an integrated social security scheme. The trade union's demand for pensions, as a third form of retirement benefit for workers led to the proposal for the conversion of a part of the Provident Fund into a retirement pension.

The Central Board of Trustees of the Employees Provident Fund Organization, which is tripartite in nature, had recommended a pension scheme to the Government of India, which has decided to introduce the scheme with certain modifications. The workers are not called upon to make any additional contribution to the pension scheme. The present Employees Family Pension Scheme is to become the core of the new pension fund, to which 8.33 per cent of the contribution from the employers' share of the Provident Fund will be added. The pension scheme provides for superannuation pension, retirement pension, permanent total disability pension, a widow or widower's pension, children's pension and an orphan pension. A Bill to amend the Employees Provident Fund and Miscellaneous Provisions Acts has already been proposed in Parliament. It has yet to be taken up for discussion.

Although the workers by and large feel that they will be paying out more than they will receive, the majority of trade unions are of the view that the new pension scheme should just be improved and not totally rejected. Though the workers do not get anything beyond their present entitlement, in the absence of any State-financed social security the new scheme needs to be implemented. The introduction of the pension scheme will mean the acceptance of workers' entitlement to a pension. Almost all trade union centres, including the INTUC, India's main trade union centre, to which I belong, have demanded prior consultations before the finalization of the scheme and the Government has agreed.

It is over two years since India embarked upon economic reforms with a new liberalized industrial policy. The adoption of advanced technologies will inevitably have a knock-on effect on labour and the proposal to allow the closure of uneconomical industrial units, especially in the public sector, will lead to a considerable fall in employment in organized industries. The Government promises to protect the displaced workers by providing a social safety net through the National Renewal Fund. The Fund is to retrain, redeploy and also pay compensation to persons affected. A part of it will be allocated to the generation of employment. The extent of protection that the National Renewal Fund will actually provide to the workers made redundant is debatable.

The Social Security Association of India, a voluntary organization of which I am a life-member, has submitted to the Government a proposal for an unemployment insurance scheme which will benefit workers affected by the implementation of the new industrial policy, and which is reported to be under serious consideration by the Government.

It needs to be recognized that any social security measures should not be confined to only one section of society – the workers in the formal sector – but should cover all able-bodied men and women without gainful employment, and also the aged who are in no condition to work. But in a country like India, with a very large population of poor and unemployed people, limited resources will be the ready excuse for the inability to introduce universal social security. The State should therefore think in terms of levying a statutory social security tax on all those with earnings beyond a specified level that allow them to lead an ostentatious life. The corporate bodies who have been bestowed with generous concessions under the over-liberalized new economic and industrial policies should be brought under the purview of this social security tax.

There is an imperative need to work out an ideal arrangement towards a comprehensive social security plan by pooling all available resources. In this task, the ILO can allow the use of its expertise and guidance.

Mr. SHAMENDA *(Workers' delegate, Zambia)* – I should first like to congratulate the President and Vice-Presidents on their election to preside over the 80th Session of the ILO Conference. I would also like to congratulate the Director-General, Mr. Hansenne, on his re-election – a sign of confidence that the member States of the ILO have in him.

Since its inception this Organization has established itself as the international custodian of social justice, and as the advocate for improvement in living conditions and standards of all people. It is saddening therefore to note that every year we hear reports of exploitation, complaints of violations of trade union and human rights; every year we have Governments appearing before the Committee of the Application of Standards; to the embarrassment of this honourable Organization, even countries with an old tradition of democracy have not been spared.

Year in, year out, we have a country which is also a member of the ILO with a trade union leader in jail, and in most cases these members also participate in the deliberations of this august Conference. A case in point was Malawi last year who had left Chakufwa Chihana in jail, the secretary-general of my organization, SATUCC, who was just released last week, and because of the trouble of the workers in Malawi, and the results of the referendum, they bear testimony of what democratic principles workers stand for.

As we are meeting today, brother Mugalla, who has just recently been re-elected as a member of the Governing Body, had to leave the Conference to go and face charges of inciting workers to go on strike. Meanwhile, the ILO recognizes the right to strike. There are endless examples that I can give.

The fundamental principle on which the ILO was founded was to improve the living conditions and the standard of life for mankind. But as we meet every year thousands of workers in our countries keep losing their jobs; and as regards those who are still in employment, we are not sure how many we shall find still in their jobs.

Life is not only unbearable for the unemployed, but even for those still in employment. In my country, with the implementation of the structural adjustment programme (SAP), as said by my Minister yesterday, we have seen the creation of the "new poor".

In a recent field research study conducted between January and December 1992 by the United Nations Research Institute for Social Development, entitled *Crisis adjustment and social change among the Zambian urban poor under SAP*, a glaring picture of the impact of the SAP on the vulnerable groups has emerged. The study sought to determine how the SAP has impacted the people's livelihood and to assess the response they took to hedge against the negative consequences of the SAP. The study revealed that the Zambian Government was implementing SAP with rapidity (this, we believe, is because of the conditionalities imposed by the IMF and the World Bank) and the comprehensiveness which confounded critics and, at times, baffled the ordinary person with regard to the harshness of measures under the SAP.

The study further revealed that while the SAP was accepted in general, few members of the public understood its full negative consequences. The socio-economic cost has undoubtedly been far-reaching as society becomes increasingly highly differentiated into the haves and have-nots. In the process, the SAP has left many institutions responsible for social welfare incapacitated due to the escalation of costs of running a social welfare delivery system and rapidly expanding clientele.

The study contended that the SAP has not only distorted the cost of the social welfare system but has created a myriad of social welfare needs requiring urgent new approaches to the social welfare programme. These approaches, the study found out, are absent. Where they exist, they fall short of the frontiers they are expected to harness.

The impact of the SAP on Zambian society has been overriding with regard to its comprehensiveness and intensity. It is obvious that the rapidity with which it has been implemented has led to socio-economic shock effects on the poor majority. Witness the fact that price spirals are registered in every aspect of social and economic life: transport, medical care, education, to mention a few.

Many of our members (lower wage earners) are being declared redundant because of the process of liberalization and privatization. A worker who has been declared redundant has to confront the problem of assessing his financial limitations in the face of pressing socio-economic needs. More often than not he is too poor to even have a house of his own. Major decisions have to be taken as to how to invest the retirement package in the face of mounting inflation. Added to this burden are the multiple and usual domestic pressures from members of the household – for instance, child education and health needs, which tend to impinge on economic decisions.

The United Nations research study noted as equally disturbing and disheartening the sharp decline in real household income, as inflation takes its toll, and the widening gap between household income generation capacities and the cost of household domestic needs, that is food, shelter and especially sanitation.

This aspect is said to be true of households in both the informal and formal sectors.

Income generation normally falls below what is calculated as the poverty datum line (PDL). Thus the SAP has increased the number of "new poor", to borrow from the World Bank, which refers to victims of SAPs who have fallen below the PDL as a result of the IMF and World Bank reform measures; it has distorted the plight of the vulnerable groups while pushing the conditions of the "chronic poor", that is to say those whose poverty predates the SAP and is deep-seated, but who are rendered poorer in most cases by the SAP, beyond acceptable levels. The SAP has therefore distorted the dimensions of relative and absolute poverty in no uncertain way.

The study concluded that child and adult morbidity associated with malnutrition are bound to double within the next five years unless affirmative action is taken to contain the situation. Poor diet is likely to push up the incidence of the most common diseases, some of which are associated with low standards of sanitation and hygiene. In a country faced with the AIDS crisis, this indeed is unacceptable and needs to be redressed. As it was noted, sanitation and hygiene-related diseases such as cholera and dysentery have already left fatal footprints on our social landscape that can only be effectively and permanently obliterated by improving sanitation and hygiene. To this end, more social and health workers will have to be drawn into battlefields and this form of intervention is only possible when commitment and resources are mobilized and effected.

We believe that the pace of the structural adjustment programme must be harmonized with the implementation of social protection measures and that the two should be fully integrated.

The positive role we played as a trade union organization in realizing political or formal democracy obliges us to participate in the formulation and implementation of political and economic reform measures and thus overcoming the underdevelopment of the Zambian economy. Otherwise, our newly found democracy risks turning out to be a false start. The euphoria which followed immediately after the movement for multi-party democracy came to power has died down. The honeymoon is over. People now are looking for affirmative action on the part of the Government to lessen their sufferings and the ILO can play a vital role by assisting our Government, our employers' organizations and our trade union movement.

Original French: Mr. IBOUROI ALI TABIBOU *(Workers' delegate, Comoros)* – Like the preceding speakers, I should like to congratulate the President warmly on his election to this high office. I am convinced that together with his team he will bring our work at the present session of the International Labour Conference to safe harbour.

On behalf of the Comorian trade unions, I would like to say that it is a great honour for us to participate in this 80th Session of the International Labour Conference. Recently created, our trade union organizations are firmly engaged in strenuous combat for recognition and action to achieve national reconstruction with a view to providing the country with new institutions which will set up comprehensive legislation to ensure meaningful social dialogue.

We would like to congratulate the Director-General for his excellent Report as well as for having chosen those themes which are being debated at this session. They are important because they reflect the concerns of the ILO and its commitment to improve the conditions of life of populations and, in particular, the most disfavoured. Greater social justice, less poverty – these are difficult tasks at a time when populations are suffering from serious disintegration.

My country is in the grip of economic crisis and is undertaking a programme of structural adjustment the effects of which can now be measured. But this programme cannot or does not seem to be instrumental in correcting social inequalities and fighting against poverty. Furthermore, workers have been neglected. Indeed, with the benediction of the Bretton Woods institutions, our Government intends to lay off several thousand civil servants who will be left without any social coverage and who will add to other strata of society in swelling the large mass of the poor, who are increasingly marginalized and excluded from the socio-economic growth about which so much has been said. Structural adjustment has not produced what it should have, since it affects a little less than 10 per cent of the labour force. In a country where population growth is disquieting, we run the risk of seeing the threat of misery and poverty at a time when endemic unemployment is increasing and affects mostly the young.

Faced with the gravity of the economic situation, the Government has not as yet defined a national employment policy and maintains that it is actively supporting a private sector which is embryonic in growth.

At the time when we are trying to reduce inequalities to give greater opportunities to the difference strata of the population, the Government is getting out of vital sectors such as education and health. This, in a country where human resources are its greatest wealth, thus deprives those who do not have the means to go to school or to seek medical care.

For several years, workers have been hoping for the establishment of a policy for the retraining of those affected by adjustment programmes, but nothing has occurred to palliate their situation. On the contrary, despair and anxiety affect all the employees in our country, as they observe a continuing deterioration in the employment situation and are deprived of any social protection. Certain provision made by the Government do away with consultation, making it mandatory for workers to strike in order to get what is their right. Employment is not guaranteed even if salaries are cut back by as much as 30 per cent.

The price paid by the workers is heavy, whereas structural adjustment has not yet really focused on the reorganization of public finances nor the development of independent employment. Neither is it supporting small and medium-sized enterprises. It is merely synonymous with lay-offs leaving workers unprotected and with no assistance in retraining. Any social dimension to a programme for structural adjustment is a snare and a delusion.

The role of the ILO should be more dynamic in ensuring respect for laws and recommendations and in supporting the action of trade unions in the face of the violation of the most basic human rights. Certain anti-democratic practices over-penalize the workers. There is a climate of intimidation in Comoros which prevents the exercise of freedom of association. Strikes are very seldom used because there is a marked campaign of disinformation. Trade unions are afraid to strike because strike is synonymous with criminal action.

This comes from the fact that labour legislation is not known to the public at large, neither are the laws and conventions which protect workers. In the absence of any consultative body, we have to pay the consequences.

The Director-General's Report stresses the importance of social protection and the need to improve the corresponding machinery. I would like to touch on two phenomena which are the very negation of the ILO's activities.

First, the Government of my country has ratified certain Conventions merely to file them away in a drawer. There is no system of social protection, apart from the retirement fund.

The list of unratified Conventions points to a denial of ILO principles as regards fundamental rights and tripartism. Let us hope that the Government will deign to give some assessment regarding measures taken to apply Conventions, and ensure compliance with the same.

If there have been improvements in legislation, we must nevertheless indicate that the Government's attitude as concerns the respect for the law and for its commitments is still a source of concern. The fate of the framework agreement signed by the Government and the trade unions is revealing. The Government knew before it signed that it was not going to respect the agreement, but it had to neutralize a social movement that was proving to be bothersome. The Government must understand that the recourse to strike and to protest measures is not a crime, but a basic human right.

Our trade union organizations have always denounced the discrepancy between legislation and day-to-day practice. It is only with great difficulties that we carry out our trade union work. This is due partly to our ignorance of trade unionism, but the more serious problems are insufficient time available to trade union leaders and the serious lack of logistical means.

We cannot but request the intensification of standard-setting activities to provide the necessary assistance to workers' organizations in my country, and to set up supervisory machinery to written compliance with the law, and the promotion of social justice.

In conclusion, the assistance of the ILO in the field of trade union education, given of our lack of experience, would be highly appreciated.

Mr. ANIGBO *(Workers' adviser and substitute delegate, Nigeria)* – On behalf of the Workers' delegation of Nigeria and myself it is a great honour to associate myself with the other speakers in offering warm congratulations to the President and to the other Officers of this session of the Conference. I am confident that under their wise and able leadership the Conference's deliberations will be most successful. I would also like to take this opportunity to congratulate Mr. Michel Hansenne on his re-election to the post of Director-General of the ILO and I wish him a successful tenure of office.

The reports of both the Governing Body and the Director-General are highly commendable and I hope that our deliberations will be useful in tackling most of the problems, some of which are global in nature.

The topic of the Director-General's Report – *Social insurance and social protection* – has been well chosen. This is a major topical issue and is closely related to individuals' and families' social and economic welfare. Social security should be seen as a comprehensive and integrated system of services by which the State will provide a decent standard of living for the population.

These services include education, medical care and social insurance, to mention but a few.

In Nigeria, most of what workers had achieved in this regard through negotiated agreements has since been eroded because of the implementation of the International Monetary Fund/World Bank structural adjustment programmes for over five years now. The workers of Nigeria have never had it so bad. The unemployment rate has continued to increase and some of those still working, such as the railway workers and those in the teaching profession, have been subjected to irregular payment of salaries.

The workers are aware of the assistance and other help the ILO has provided in amending and adopting our National Provident Fund Act of 1961. We remain very grateful to the ILO. It has been claimed by our Government that the Fund has been transformed into a limited social security scheme. Unfortunately so far the worker contributors have yet to feel the impact of the said transformation.

Another crucial issue in Nigeria is the current vigorous campaign for the so-called "correct pricing" of petroleum products within the country. The federal Government is conducting this campaign through the Nigeria National Petroleum Company.

The workers are satisfied that the Government's intention is based on severe pressure from the International Monetary Fund and the World Bank.

We are equally aware that any increase in this regard without an appropriate and corresponding increase in workers' emoluments and improvements in other social services will trigger serious negative economic and social consequences for the working class. My organization, the Nigerian Labour Congress, has resolved to remain opposed to any price increase for the petroleum products without adequate safeguards.

Finally, my delegation joins others, especially those of the developing countries or nations, in calling for the discontinuation of the International Monetary Fund/World Bank structural adjustment programmes which have proved not only a woeful failure but also have served as an instrument of economic recolonization of some countries in the so-called Third World.

Original Arabic: The PRESIDENT – I give the floor to Mr. Ahmad Mohd Idrus, Government delegate, Malaysia, for a right of reply to the statement made by Mr. Zainal, Workers' delegate, Malaysia.

Mr. AHMAD MOHD IDRUS *(Government delegate, Malaysia)* – The allegation by the Malaysian Workers' delegate that the Government's preference for enterprise or in-house unions for the electronics workers is due to pressure from the multinational companies is unfounded. The Government desires what is best for its citizens. It has not submitted and it will not submit to any form of pressure from any quarters.

The Malaysian Trades Union Congress (MTUC), while assuming the role to determine a type of union the electronic workers should belong to, has apparently forgotten that the right of workers to form or join "unions of their own choosing" includes the right to form or join in-house unions. In fact, six in-house unions have so far been formed and registered out of the free will of the electronic workers concerned.

In-house unions are free and independent and they enjoy the same rights and protection accorded to national unions, including the right to collective bargaining and to strike, and the right to affiliate with any trade union coordinating body like the MTUC or international trade secretariats.

Evidence and empirical research abound in other countries where enterprise unions have been proven to be very successful and effective in protecting the welfare and interests of workers. There is no reason why it should not be so in Malaysia.

I would have also like to correct the misconception conceived by the Workers' delegate that the conferences in Manila and Teheran had proposed that there should be a separate set of labour standards for developing countries. What in fact had been proposed was for the ILO to review and update existing labour standards to enable flexible implementation of such standards in labour administration and their meaningful and pragmatic application.

(The Conference adjourned at 6.50 p.m.)

Credentials

Third Report of the Credentials Committee

Objection concerning the nomination of the Workers' delegation of Sudan

1. The Committee had before it an objection to the nomination of the Workers' delegation of Sudan submitted by the International Confederation of Free Trade Unions (ICFTU).

2. The objecting organization indicated that the nomination of the Workers' delegation violated the provisions of Article 3, paragraph 5, of the ILO Constitution, and that the nomination of persons who were not recognized representatives of the workers in their country was against the spirit and principle of tripartism which was the fundamental basis of all ILO activities. It requested the rejection of the credentials of the said delegation. The ICFTU based its objection on the following facts: In its view, the genuine Sudan Workers' Trade Union Federation (SWTUF) was obliged by circumstances prevailing in Sudan to operate in exile. It pointed out that the Trade Union Act adopted in 1992 contained far-reaching restrictions on the right to organize, including the imposition of a single trade union system. The trade union elections in August were run by the Government and only its supporters participated, opponents having been detained or harassed. A congress of all trade unions was called by the Government in February 1993 for the purpose of being affiliated to a pro-government umbrella organization – the new SWTUF – but the elections were conducted in an atmosphere of fear and dishonesty which enabled the Government to impose their supporters upon the new SWTUF in disregard of all trade union rights. In this regard, the objecting organization referred to the recent reports of competent ILO bodies in matters of freedom of association.

3. In a written communication to the Committee made at its request, Mr. Ali Ahmed Sahloul, Ambassador and Permanent Representative of Sudan, informed the Committee that since the 79th Session of the Conference, there had been developments in the trade union organizations in his country. On the basis of the 1992 Trade Union Act, elections had taken place in February 1993, a process which had covered all the organizational levels and had been supervised by neutral committees approved by the trade unions. The General Congress of the SWTUF was convened in February 1993 and was attended by the "Organization of African Trade Union Organization" (sic), the International Arab Trade Unions Federation and the Arab Labour Organization. It elected trade union delegates representing 26 Central Trade Unions and nine State Trade Unions. The Congress had also elected the Central Committee of the Federation as well as the leading officials of its Executive Bureau, whose names appear in the List of delegations. The SWTUF represented workers in national collective bargaining and in the national tripartite higher wages council as well as in the Arab Labour Organization, the African Labour Commission, the "OUATO" and the International Arab Trade Union Federation. The persons in the Workers' delegation were duly elected within a free democratic process and entitled to represent the SWTUF in the ILO as they had done in past years.

4. The Committee took note of the developments reported by the Government which had taken place since the 79th Session of the Conference concerning the trade union elections in August 1992 and February 1993. It notes, however, that these elections according to the Government were based on the 1992 Trade Union Act, with regard to which observations had been made by the Committee on Freedom of Association in its 281st and 284th Reports (Case No. 1508). Given the trade union situation as reflected in these reports the Committee continued to doubt that the Workers' delegation of Sudan was truly representative of the workers of that country. However as the questions of freedom of association were within the competence of the Committee on Freedom of Association, and the case was presently under consideration by it, the Committee decided not to propose invalidation.

Objection concerning the nomination of the Workers' delegation of Togo

5. The Committee had before it an objection from the "Collectif des Syndicats indépendants" (CSI) to the credentials of the Workers' delegation of Togo.

6. According to the objection, the credentials of the Workers' delegation of Togo should be rejected since they had been transmitted by a Government established contrary to the Constitution in force and which had been declared illegal by the "Haut Conseil de la République" (HCR), supreme organ of the transition guarantor of the norms established by the "Conférence Nationale Souveraine" (CNS).

7. The CSI, which grouped together three out of the four recognized central organizations, was not represented in the Workers' delegation. This was composed of the Secretary General of the "Confédération Nationale des Travailleurs du Togo" (CNTT),

an organization which had not supported the general unlimited strike in which all forces of the country had participated, and the Secretary General of the "Union Générale des Syndicats Libres" (UGSL), an organization created during the strike in order to break it in favour of political forces hostile to the democratization of the country.

8. In a written communication to the Committee, made at its request, Mr. J. Gaba-Dovi, Minister of Employment, Labour and the Public Service and head of the delegation of Togo to the Conference, indicated that since the movement towards democracy was initiated in Togo, four central organizations existed in the country of equal importance: the "Confédération Nationale des Travailleurs du Togo" (CNTT), the "Confédération Syndicale des Travailleurs du Togo" (CSTT), the "Union Nationale des Syndicats Indépendants du Togo" (UNSIT) and the "Groupe des Syndicats Autonomes" (GSA), the last three being grouped in the CSI. A fifth central organization had been established in 1992, the UGSL, which was of the same importance as the other four. All the organizations mentioned, which satisfied the conditions of representativity as defined in the Labour Code, had been invited by the Minister of Labour to a meeting to determine the composition of the Workers' delegation to the Conference. The CSI did not respond to the invitation and did not justify its absence. This being the case, it was decided to assign the position of the Workers' delegate to the CNTT and adviser to the UGSL. The Government had therefore acted in accordance with Article 3 of the ILO Constitution.

9. As regards the statement in the objection concerning the political situation in the country and the alleged illegality of the authority which had issued the credentials, the Committee pointed out that it could not take a position on such questions as they were essentially related to a situation of internal political unrest.

10. With respect to the representativity of the Workers' organizations, the Committee noted, from the information provided by the Government, that the CSI appeared to be the most representative of the Workers' organizations in the country and a member of it should therefore have been appointed in the Workers' delegation in accordance with Article 3, paragraph 5, of the ILO Constitution. At the same time, the Committee took note that the Government had fulfilled its obligation of carrying out consultations as the invitation to the CSI to take part in the consultations implied that the Government had taken the latter's representativity into account. In the circumstances, the Committee decided not to uphold the objection.

Objection concerning the nomination of a Workers' adviser of Romania

11. The Committee had before it an objection to one of the advisers in the Workers' delegation of Romania which had been lodged by the Workers' delegate at the present Conference on behalf of six Romanian Workers' organizations. They requested the invalidation of the credentials of the adviser, Mr. Miron Cosma from the Confederation of Mining Trade Unions of Romania (CSMR), on the ground that article 3, paragraphs 1 and 5, of the ILO Constitution had not been complied with and that they had not been consulted on the adviser's appointment.

12. In a written statement made to the Committee at its request, Mr. Dan Mircea Popescu, Minister of Labour and Social Protection of Romania, gave a list of seven Workers' organizations which were considered the most representative in terms of membership. The list included five of the six objecting organizations as well as (in the penultimate position) the organization of the adviser objected to. The five largest of those organizations (including four of the objectors) had been invited by the Government to two consultations, at which the adviser's organization was also represented. The participants in those consultations were invited to nominate the Workers' delegate and advisers, taking into account representativity and the specific subjects on the Conference's agenda and bearing in mind that the Government could only cover the expenses of the Workers' delegate and one adviser. The participating organizations were also invited to propose additional Workers' advisers provided that they covered the latter's travelling and subsistence expenses. These were the circumstances in which the subject of the objection had been included among the seven additional advisers accredited. The representative of the organization objected to had participated in the consultations without opposition and the possibility that the organization might be included in the Workers' delegation if it covered the expenses had not been the subject of any challenge.

13. While the selection of six out of the eight advisers by reference to their organization's ability to bear their expenses was not at issue in this case, the Committee wished to point out that this should not be a criterion for selection to the detriment of the principle of representativity. On the objection itself, the Committee noted – in the absence of any information provided by the objectors concerning the consultation procedures – that the objectors had been given some opportunity to make their views known concerning the possible participation of the organization concerned and that – in terms of membership, which was the only criterion for which information had been received – it appeared reasonable to have included the adviser's organization among those invited to provide additional advisers. The Committee therefore decided not to uphold the objection. In so doing, it recalled that governments should, as far as possible, seek the agreement of the most representative organizations concerned on the nomination of all the non-governmental delegates and advisers.

Objection concerning the nomination of the Workers' delegate of Nicaragua

14. The Committee had before it an objection to the nomination of the Workers' delegate of Nicaragua, Mr. Roberto Moreno, from the "Central de Acción y Unidad Sindical" (CAUS) submitted by the "Central Sandinista de Trabajadores" (CST).

15. The objecting organization maintained that the nomination of the Workers' delegate contravened the provisions of Article 3, paragraph 5, of the Constitution. The consultation procedure was deficient and three organizations – the "Asociación Nacional de Educadores (ANDEN)", the "Unión Na-

cional de Empleadores" (UNE) and the "Federación Nacional de Trabajadores de la Salud" (FETSALUD) – which had a recognized representativity at the national and international level were omitted from the consultations. The CST and the "Asociación de Trabajadores del Campo" (ATC) attended the meeting with the intention of reaching agreement among the central organizations on a system of rotation which would preserve the representativity as recognized by the ILO of the CST. The Government, however, assigned the position of titular delegate to the CAUS and did not even nominate an adviser from the CST. In this respect, the objecting organization recalled that the Credentials Committee had reiterated that in the absence of agreement among the organizations, the decision should be taken in agreement with the most representative of them.

16. According to the statistics of the Ministry of Labour, the CST had 12,000 affiliates, eight times more than the CAUS and had participated in 27 collective agreements while the CAUS had only participated in three. In addition, the CST and the ATC had received the mandate of the ANDEN, the UNE and FETSALUD to represent them which together with the CST and the ATC represented 65% of organized labour in Nicaragua.

17. The objecting organization also referred to the last reports of the Committee which had confirmed the greater representativity of the CST and the ATC and concluded by stating that "the rotation of minority trade unions" which the Government had then applied was evidence of a political desire to exclude the CST and the ATC from occupying the position of the Workers' delegate. In the last four years, neither of these two organizations had figured as titular delegate.

18. In a written communication to the Committee, made at its request, Mr. F. Rosales Argüello, Minister of Labour and head of the delegation of Nicaragua to the Conference, referred to the organizations existing before the 1979 revolution, one of which was the CAUS. These organizations had acquired their representative character in the fight against the dictatorships under Somoza and the Sandinist regime. During the Sandinist regime, with the political objective of instituting a single confederation of workers, all individual and collective rights, including those of freedom of association and collective bargaining had been repressed and none of these organizations had been nominated as part of any delegation to the ILO. The present Government had recognized all trade union rights and all workers' organizations including the CST and the ATC fully exercised them.

19. All the organizations were invited to a consultation meeting to determine the composition of the Workers' delegation of Nicaragua. The meeting conformed to the terms of the ILO Constitution and in the absence of agreement, the organizations present had left it to the Minister of Labour to make the nomination. The decision had in fact been taken on the proposal of the representative of the CST at the said meeting, the same person who had signed the objection in the name of that organization.

20. There was not at present any definition of representativity. The criteria used went from the fight against the Somocista and Sandinista dictatorships to trade union audience, trade union activity, collective bargaining, etc. On the other hand, the present Government had never requested the organizations to produce books or membership records considering that this would be contrary to freedom of association.

21. The Committee noted that consultations had been undertaken and that the objecting organization had agreed that the Minister would make the nomination although it was later not in agreement with the nomination made.

22. The Committee considered it essential that the Government should take all reasonable steps to evaluate the representativity of the different organizations in terms of affiliation, rather than solely relying on other criteria, doubtless important but unquantifiable, like trade union audience, trade union activity, participation in the fight against dictatorships, etc. In the absence of such information, the Committee could only take into account the figures provided by the objecting organization which gave rise to doubt that the Government had properly exercised its discretion concerning the nomination of the Workers' delegation.

23. In the light of the above considerations and given that, as last year, consultations had taken place, the Committee decided not to propose invalidation. The Committee, however, considered that the Government should strive to re-examine its consultation procedures, which should be preceded by procedures which would permit the objective evaluation of the importance of the organizations. It was only in this way that such consultations could fulfil their essential objective so that the nomination of the Workers' delegation of Nicaragua could be made in agreement with all the most representative Workers' organizations in Nicaragua.

24. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 15 June 1993

(Signed) J. AUSMAN,
Chairman

D. FUNES DE RIOJA.

C. GRAY.

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No. 19 – Wednesday, 16 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Twentieth sitting

Wednesday, 16 June 1993, 10 a.m.

Presidents: Mr. Abdel-Hak and Mr. Gray

NINTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original Arabic: The PRESIDENT – We have before us the Ninth Report of the Selection Committee which appears in *Provisional Record* No. 5H.

If there are no objections, may I take it that this report is adopted?

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original Arabic: The PRESIDENT – We now resume our discussion on the Reports of the Governing Body and of the Director-General.

At 11 a.m. we shall have a record vote on the resolution concerning the adoption of the Programme and Budget for 1994-95, and then we shall revert to the general discussion.

Mr. HORNLUND *(Minister of Labour, Sweden)* – First of all, I congratulate the President on his election to chair this important session of the Conference.

Despite the détente between the former great power blocs, the horrors of war have now come to Europe as well, with new States being torn apart by violence and destruction.

We cannot at this Conference influence what happens in a situation where the force of arms has supplanted the force of arguments, but we can, and should, express the sympathy and solidarity we feel towards people who are suffering as a result of aggression and armed conflicts.

Here, delegates from all over the world are meeting to join in finding common solutions and international norms for tackling and coping with problems and challenges. Discussion and compromise are our instruments, not aggression.

Two points I would like to dwell on especially are the struggle against poverty and the promotion of equality between men and women. To the ILO, these questions are of central importance and, international interdependence being what it is, they are of concern to all of us.

The United Nations Human Development Report 1993 shows, among other things, that nearly one out of every three women is illiterate. This applies to hardly any woman in the industrialized world, but to fully two-thirds of women in the least developed countries, where average life expectancy at birth there is 25 years less than for women in the industrialized countries. In the world as a whole, only one Member of Parliament in ten is a woman, and in the 157 countries surveyed, only one woman in three is included in the labour force.

But half the world stock of intelligence is female, and half the world's human resources are embodied by women. Thus far, there is no difference between rich and poor, people or countries. Constraints on women entail tremendous losses of competence and an immense wastage of resources.

It will take female and male thinking, experience and effort to fashion a new and better world. In the meeting of men and women on equal terms, a new dynamism and creativity can be developed. Hence the urgent necessity of equality between the sexes.

Many affluent countries today have serious problems of government finance. In the cutbacks which are being made, it is important to safeguard the welfare functions which are particularly vital to women, otherwise a limitation of welfare can make women the big losers, in which case the economic problems will not be solved but aggravated.

In poor countries the need for greater opportunity is no less imperative. For many women life is an uninterrupted story of discrimination, poverty, disease and servitude, all the way from the cradle to the grave. Through a combination of legislation and culture, women in some quarters are denied basic human rights.

Areas of environmental concern are growing larger and more numerous. Over and over again, the fateful connection between poverty and destruction of the environment is being confirmed, with poverty aggravating environmental problems and vice versa.

We know that the ecological system cannot cope with the population growth that is expected. Unless the connection between growth and environmental destruction is broken, the growth of population and output will lead, as the World Bank says, to intolerable conditions. This will mean a growing number of regional and local environmental crises, of accelerating scale and intensity. It will mean faster soil erosion, acute water shortages, rapidly growing health problems due to pollution, regional climatic crises and uncontrolled population movements.

For more than 1 billion people these things are not only a potential threat, they are a present reality. Positive development demands both economic and social reforms, aimed at supporting sustainable economic growth and promoting productive employment. Growth with a human face is an important aim, but growth with a democratic face is equally important.

The majority of developing countries and young States are passing through several revolutions at once. They are trying to change both the political and the economic system, and at the same time to adjust to a global economy. And these things are happening in countries which are still struggling to build themselves into nations and very often are having to cope with the sequel to prolonged political conflicts or war and ecological depletion.

Democratic development and a workable, legitimate apparatus of State are preconditions, both for the market and for the social and physical environment. Growth is necessary, but if it is to become sustainable and poverty to be reduced, an active distributive policy is also needed, with the causes of poverty and the needs of the poor in the forefront of attention.

It is the sad fact of our times that poverty generates conflicts and that conflicts in turn aggravate poverty. The problems are complex. They demand, as the expression goes, a broad approach, and so I welcome the present ILO discussion in that direction.

The interaction between different fields of activity must be developed and efforts must be concentrated on the practical fields that really count. Then, and only then, can the ILO convincingly demonstrate the fundamental role of work and enterprise in the development process and the ILO's ability to contribute towards that process.

This is why I look forward with great interest to the discussion of the Organization's work, scheduled for next year's session of the Conference. Our standard-setting work is in need of renewal. A low level of ratification and implementation is often defended on the grounds that the instruments, after all, are a target for the member countries. But that is a downgrading of the Conventions.

There is a risk that increasingly detailed provisions will come into conflict with natural diversity and rapid developments. This is a strong argument in favour of concentrating the work of the ILO on fields where the problems make most difference to people's working conditions and where the need for common solutions is greatest.

In a highly changeable world with great differences between its various parts, there are strong reasons for the ILO to focus on basic human rights in working life, and for abandoning the aim of supplying detailed standards in narrow fields which then receive little support. Instead, the natural course is for the ILO to assist the developing countries unbureaucratically in building up structures appropriate to their conditions and needs.

As the Director-General has pointed out, we must avoid the mechanical transposition of ready-made solutions from one country to another. In many developing countries there is much to be said for small-scale, local and informal solutions. The ILO has access to a comprehensive competence on the subject of working conditions, a competence which should be channelled into a development process of this kind. Real influence comes from competence and capacity, and it is only when the ILO shows, in concrete terms, that tripartite cooperation yields better results that the Organization can assert its authority.

Finally, we have to remember that for young States liberty can be made useless by poverty and chaos, lack of protection and capital. They will then find themselves in the same situation as under the old oppression but without the dream of liberty which oppression kept alive for them.

Mr. TAPIOLA *(Workers' delegate, Finland)* – I wish to congratulate the President and Vice-Presidents on their elections and the Director-General for his recent re-election and his Report to this Conference.

After last year, I expected the Director-General to come up with some controversial material to enliven our debate. But it seems that others have now taken that function upon themselves, so the Director-General has been able to produce a solid report which sets out many basic ILO objectives in a useful manner.

The Report clearly responds to all those who would in a cavalier and populist way set out to revise the ILO's objectives, structures and working methods in one big sweep. The Director-General reminds us that our aims go back to the Constitution, the Atlantic Charter and the Declaration of Philadelphia. He appropriately recalls that the standards adopted in the immediate post-war period were not a reflection of what had taken place until then, but of what should take place so that people could look forward to a better future. This is important for today's debate as well.

The day we give up searching for a better future and simply adapt ILO standards and goals to what has, or has not, been achieved so far is the day we will get off course. We thus would become reactive, and can then also abandon the hope of having any real say in the United Nations system or elsewhere in the world community.

If the ILO approaches the preparations for the 1995 World Summit on Social Development with only technical or reactive positions and papers, our input will be lost and our authority will shrink. The strength of the ILO lies in a vision of the future, in the role of all of its constituents in shaping this, and in the competence needed to demonstrate how this would work. If we just contemplate our own navel, afraid to talk about the future because we have troubles today, we shall not get anywhere.

Many governments which traditionally have led the way in social protection and the ways to make social justice and full employment contribute to expansion, efficiency and competitivity seem now to be at least half paralysed, and this is a sad situation.

Earlier in this session of the Conference, the Minister of Labour of my own country devoted his speech to the situation in Finland. Although as a rule I prefer to limit myself to addressing the Director-General's Report, now with some regret I feel it is necessary to reply to this particular Minister's speech. (This reflects a broader problem which is also not unknown in the other Nordic country whose distinguished Minister spoke just before me.)

The Finnish Labour Minister said that a new order of priorities may have to be set under unprecedented conditions. He announced a new definition of the target of full employment, noting that this means that not everyone will be guaranteed a job. But revising the concept of full employment by actually abandoning it is an abandonment of what we have called the Nordic model, and it is an abandonment of the interdependence between economic and employment growth which has been the basis of our Nordic behaviour and our achievements.

What is being prescribed here instead is an approach which, among other things, weakens the basis of financing for social protection and promotes a new order of priorities which in the current circumstances invariably is harder on all and puts new strains on solidarity.

As a Nordic Workers' member of the Governing Body, I have been reasonably proud of what is called the Nordic model and I have often used it as an argument. But at least in Finland, and maybe Sweden too, this model seems to be temporarily closed for repairs.

I sincerely trust that it can be salvaged once governments get down to treating the real problem, which is investing in the skills and capacity of our workers and our enterprises so that we can get moving again.

The cost-cutting exercises that we are being offered and that we are going through resemble an old Finnish tale of people under a too short blanket who tried to lengthen it by cutting off the upper part and sewing it on the lower end. If you do that, either your feet or your head stay cold and in the middle it will start to feel increasingly uncomfortable as well. The answer, of course, is to produce more fabric for an adequate blanket, even if we still might have to huddle a bit closer together during the long cold nights.

The fundamental question is one of social consensus and, to paraphrase the conclusions of the Director-General's Report, of organizing solidarity so that normative policies of governments and of the social partners stretch from the grass-root to the national and the international levels. Organizing solidarity calls for a sustained and comprehensive strategy. It has to be based on recognizing, but not revising, the priority issues on the social and economic agenda.

I am somewhat curious as to the reasons why the Director-General hesitates, in this important Report, to raise the question of the role of trade unions. When the Report speaks about reforming institutions and management, it takes a positive view on entrusting more control and authority to the employers and "insured persons". But these persons somehow have to be collectively represented so that the schemes can be managed, so that they can work. The key role of trade unions in organizing solidarity would have merited more mention and recognition.

I wish to conclude my statement by underlining that in all countries tripartite cooperation on social insurance and social protection is necessary, and that it is not a constraint. On the contrary, it is imperative in order to devise and manage social protection schemes. It is worrying that some governments appear to be reaching back to doctrines and approaches where they unilaterally dictate policy and some employers seem to be afraid that there is a kind of sinister totalitarian streak inherent in the practice of tripartism.

Maybe the preparations for next year's anniversary debate, and that debate itself, can reassure them that tripartism was not just a convenient way to combat communism and class warfare, but that it is a sensible way for intelligent women and men to manage their common affairs.

Original Russian*:** Mr. ADIYA ***(Workers' delegate, Mongolia) – On behalf of the Workers' delegation of Mongolia and myself I would like to congratulate the President on his election to chair the 80th Session of the International Labour Conference.

I am sure that, thanks to his experience and knowledge this session of the Conference will end in success. I would also like to extend our sincere congratulations to Mr. Michel Hansenne, on his re-election to the post of Director-General of the ILO.

I would also like to take this opportunity to extend the warm greetings of the workers of Mongolia to all participants in this session.

Before expressing my views on the questions dealt with in the Director-General's Report, I would like to give a brief account of the current social and economic situation in our country. Since the last session of the Conference, my country has embarked upon a process of renewal which concerns all spheres of social life. Thanks to a far-reaching democratization of society, there have been considerable changes in workers' social consciousness. A new system of state management has come into operation.

Although there are considerable difficulties, the transition of the economy to a market system has started. The economy, which was formerly based solely on state ownership has started to diversify. We have privatized more than two-thirds of all state-owned property. In 1992, 43.4 per cent of industrial goods were produced in the private sector. The necessary conditions for free competition have been created and we have started price liberalization, all with a view to stimulating output and supply.

Foreign investment in Mongolia has been stepped up, and recently, the Parliament of the country adopted an Act on encouraging foreign capital investment.

Mongolian workers are extremely grateful to the international, financial and economic organizations and to the many friendly countries which are providing significant assistance in overcoming the economic crisis. In spite of the assistance and the measures that have been taken by the Government, the economic difficulties are continuing and the standard of living of workers is falling. The number of unemployed registered at employment exchanges stands at 54,000. The Government for the time being is not in a position to implement a programme to bring down unemployment. The prices for consumer goods and services by April 1993 had risen almost tenfold as compared with January 1991. In connection with the increase of prices and charges, the Mongolian trade unions called upon the Government to index wages, pensions and benefits. Unfortunately however, we have still not reached a final agreement. Therefore, economic instability will continue in 1993.

In recent years in Mongolia, favourable social and political conditions have been created for a genuine development of the trade union movement and trade unions in Mongolia are being overhauled. The main task for the Mongolian Trade Unions Confederation is to improve the living conditions and social position of workers by creating conditions in which their right to work and freedom of association can be defended.

The repercussions of the totalitarian system are still preventing the formation of a democratic culture and a genuine improvement in the role of trade unions, and a full awareness of what is needed or required to defend workers' rights and their economic interests.

I should like to point out that the Asian and Pacific Regional Organization, the International Confederation of Free Trade Unions, the International Labour Fund of Japan, the Japanese Trade Union Confederation (Rengo) and the Asian-American Institute for Free Labour and the Workers' Education and Technical Cooperation Branch of the ILO have been giving us considerable assistance in training workers in how to operate under a broad-based democracy and during the transition to a market economy. Now we must deal with the question of training working people as quickly as possible so that they can survive and defend themselves in a market economy. But we lack experience and resources. In this connection, we earnestly request that the ILO provide us with technical assistance for 1994-95 in the field of workers' education.

We consider the Director-General's Reports to be particularly significant and, in particular, we are interested in the Report on *Social insurance and social protection*.

The Director-General's Report has very clearly touched on the problems currently facing countries today which are going through a transition to a market economy. In Mongolia, the existing system of social security is totally out of date and a new system has not yet been developed. The absence of a new properly developed mechanism for social protection has placed pensioners and state officials in an extremely difficult position as prices are being liberalized.

I think that the analysis and conclusions made in the Director-General's Report are of considerable importance for us. We are indeed working with the social partners on a new proposal to provide social protection for workers.

Part-time work and short-term contracts have a considerable impact on employment, on bringing down unemployment, coordinating the working time of workers and their free periods and raising their wages.

We adopted a new Act on labour in Mongolia in 1991, introducing the possibility of part-time work. But we have to point out that due to the transitional period, the economic crisis and for a number of other social and economic reasons, employers have been extremely disinclined to allow part-time work.

We believe that the Conventions and Recommendations being discussed at this session will make an important contribution to finding an equitable solution to problems such as the eradication of discrimination against people working part time, and how to improve working conditions, remuneration, social insurance, compensation, etc.

We also believe it is essential that we adopt the proposed Convention and Recommendation concerning the prevention of major industrial accidents. It is our duty to try to avoid such disasters.

Next year, we will be celebrating the 75th anniversary of the ILO. The organization of workers of Mongolia will draw up a programme of measures related to this event. The Workers' delegation of Mongolia supports the resolution under discussion related to the 75th anniversary celebrations.

Original Arabic: Mr. RASSOUL *(representative of the Arab Labour Organization)* – In the name of God, the Merciful, the Compassionate! I should first like to congratulate the President on his election to the chair of the 80th Session of the International Labour Conference, which is addressing crucial subjects that deserve our undivided attention: the Report of the Director-General on *Social insurance and social protection*, which is an important source of information; the Organization's draft budget for the coming biennium, which lays the basis for the ILO's future activities; the special sitting on the Palestinian question that was held last week in an atmosphere of dignity and equanimity; an assessment of the ILO's role in technical cooperation; the question of far-reaching amendments to the Conference's Standing Orders to enhance its effectiveness and efficiency and, lastly, discussion and ratification of important new international instruments designed to strengthen and supplement existing provisions relating to international labour standards.

The Director-General's choice of the subject *Social insurance and social protection* for his Report is a pertinent one, although it comes somewhat too late inasmuch as the adverse social repercussions of structural adjustment policies and programmes and the transition to a market economy are already clear to see and have had a major impact on the living conditions of large sectors of the population, especially in terms of the scope and level of social protection. Studies and field surveys have shown that these programmes have increased social disparities and weakened the social fabric, since structural adjustment programmes tend to focus on the economic, monetary and financial sectors and to neglect the social dimension, an essential aspect of any serious effort to achieve progress and economic reform. Social progress and economic development must proceed hand in hand with action to promote social justice and social protection, since they are two dimensions of the process of securing well-being for all.

We in the Arab Labour Organization raised this question last year at the Arab Labour Conference from a national Arab standpoint in response to our experience of the inevitable adverse impact of restrictive monetary policies stemming from structural adjustment and economic stabilization policies, which impose harsh financial restrictions such as constraints and ceilings on public spending, reductions in credits from public funds and the lowering of inflation. Our greatest fear – which proved entirely justified – was that spending on social insurance and social protection would be worst hit. And our fears have not abated, given governments' inability – for reasons beyond their control – to raise additional funds to cope with the continual increase in expenditure on social insurance. We also fear that social protection programmes may no longer be given the priority they have at present or that they should be given in national social and economic policies at a time of growing pressure to extend existing systems.

The characteristics of social protection in the Arab world are very similar to those prevailing in other developing countries in terms of problems of coverage, funding, administration, contributions, structures, etc., problems that are becoming increasingly complex owing to the lack of resources and the increase in basic needs. There can be no doubt that all Arab governments without exception are striving to attain advanced levels of protection, given their concern to guarantee human rights and human dignity in line with the humanitarian social philosophy inherent in the traditions, customs and values of Arab society. More than 14 centuries ago, Islam established a system based on the principle of social solidarity. The *zakat* or alms tax was the instrument it used to address the problems of poverty, infirmity and disease. Under our Arab and Islamic system of values and morals, social protection is treated as the right of each and every individual and not as some kind of charity dispensed by the State.

The Director-General, in his Report, provided an excellent review of the status quo and of existing problems relating to social protection but the ideas and solutions that he proposed in order to meet these challenges fell short of our expectations. We were hoping that the ILO, by virtue of its experience and expertise, would be able to come up with more radical, far-reaching and realistic solutions. We further note that the Report has given far greater attention to problems of social security and social protection networks in the developed countries than to the problems of the developing countries. In particular, it seeks to address the extremely complex task of reconciling economic efficiency with social justice so as to combine economic and social prosperity with social peace.

Having carefully studied the documents of the Governing Body and the Reports of the Director-General, we should like to commend the priorities that the ILO has established for its future work: promotion of democratization, the fight against poverty and the strengthening of social protection for workers. We also appreciate the new vision and the objective approach that have emerged under the wise leadership of Mr. Michel Hansenne, whom we congratulate on his re-election. The new approach involving the pursuit of an active policy of participation in the interests of greater convergence and cohesion among the beneficiaries of the ILO's activities is to be encouraged since it corresponds to a worldwide tendency towards decentralization of administrative functions and structures, the implication being that international bodies should not remain aloof in their ivory towers, working on the basis of idealistic philosophical theories, deprived of direct contact with the problems of their member States and of the necessary continuous interaction with the parties involved. We therefore welcome the setting up of multidisciplinary teams, which will work in the Arab countries and whose activities we intend to support in order to benefit to the full from their skills, experience and expertise. We in the Arab Labour Organization have set ourselves the same goals as the ILO, above all the spread of social justice among the Arab social partners, that is to say Arab labour administrations and workers' and employers' organizations. We are aware that our needs are constantly growing while our funds are limited. Great care must therefore be taken in spending those funds so as to achieve as much as possible with as little as possible.

In conclusion, I wish to say that we in the Arab Labour Organization are following with great interest the preparations for the celebration of the 75th anniversary of the ILO and the 50th anniversary of the Declaration of Philadelphia. We take this opportunity to assure all those working at the ILO that the Arab world supports their efforts to ensure that this dual event lives up to our expectations of your Organization and does justice to its lofty principles and goals. We hope that the basic rights and freedoms to which all the peoples of the region aspire, in particular the Palestinian people, will be placed at the centre of the celebrations, in application of the Declaration of Philadelphia, which proclaims, inter alia, the right of all human beings to pursue both their material well-being and their spiritual development.

Mr. SALIMIAN *(Workers' delegate, Islamic Republic of Iran)* – In the Name of God, the Merciful, the Compassionate! As a proud representative of the workers of the Islamic Republic of Iran, I wish to express my views and those of my colleagues and the workers' organizations of my country concerning the Director-General's Report to the 80th Session of the International Labour Conference. I hope that it will lay down specific and concrete guidelines for the creation of a sound social security and social protection system suitable for the world of work.

First of all, I would like to join earlier speakers in congratulating the President and Vice-Presidents on their election. I would also like to congratulate Mr. Hansenne on his election for a second term as Director-General of the ILO. I welcome the new member States which have joined the Organization, especially the Government of the brave and innocent people of Bosnia and Herzegovina.

Social security is not a new phenomenon. It originated as early as in the late eighteenth and nineteenth centuries and spread among the developing countries after the Second World War. But Islam introduced this concept more than 1,400 years ago. I would like to explore this dimension briefly for the distinguished delegates attending this Conference and for the ILO experts.

The concept of social security is based on a very fundamental value, which has somehow been either neglected or denied even in the Western secular approach to economics. The concepts of *rabb* and *rububiya* – that there is a God who has created this universe with a purpose and that the universe is capable of providing sustenance for mankind. God has provided all that is needed for the welfare, growth and well-being of mankind. What is needed is the right effort, proper and just distribution and effective organization of society.

The institution of the family, which is a divinely ordained institution, is the starting point of the Islamic social security system. It enables the new generation to acquire the values, the culture, the arts, the skills and the crafts of society.

Along with the family, there is also an institution which has customarily been called the "*aqela*", which formerly was a tribe. Islam changes the concept of the tribe into a more rational organization of society, saying that beyond the family each locality is a distinct entity in its own right. And it has a moral, political and economic responsibility. The Islamic concept of social security is not confined to support for the disabled, looking after the elderly or providing some kind of a pension for the retired. It starts from the day a person is born with the aim of making him or her a useful, active member of society. What part has to be played by parents and what part has to be played by the State?

We also believe that the implementation of a sound social security system is an enormous but not an impossible task. Although committed to this goal, the ILO cannot act alone but, as stated in the final communiqué of the 13th Conference of Asian and Pacific Labour Ministers, there is a need for the ILO to step up its dialogue with the IMF and the World

Bank and to call on governments to ensure that the social dimension of economic policies, including structural adjustment, is always taken into account.

The salient features of the Director-General's Report, which are quite notable and admirable, are as follows: the emphasis placed on the correlation between social protection, stability and development; identification and availability of social protection as a basic and fundamental right of individuals; the emphasis placed on the relationship between employment and social security; and identification of basic differences between the conditions and problems of developed and developing countries.

Keeping in view the above facts, the Director-General's Report has unfortunately not been able to present the factual issues in this connection. For example, more than 110 developing countries are currently in the process of adopting structural adjustment programmes, which have been directly or indirectly imposed by the IMF and the World Bank. It is our firm conviction that the main characteristic of these programmes is that they are, in the first instance, antihuman because they deny basic human rights and put them at the disposal of capital and capitalists. Secondly, in the social context, they are detrimental to the weak and poor people in society and put them under further pressure.

The implementation of the structural adjustment programmes prescribed by the IMF and the World Bank means that government expenditure on subsidies for basic human needs such as food, clothing, education, health care, etc., is eliminated or reduced. This is happening at a time when the measures inherent in these programmes such as privatization, devaluation of the national currency and the transition to an open market economy result in the transfer of an even greater amount of subsidies to local and foreign investors.

In addition, due to the inflationary characteristics of adjustment programmes, the prevailing unsatisfactory social security systems in developing countries are further devastated. The concurrent pressures from severe price hikes and extensive retrenchment of the labour force makes it quite difficult for workers to earn a decent living.

It has been clearly stated in the Director-General's Report that the prevailing social security system in the developing countries covers only the formal sector, which is far from ideal, since this sector comprises only a little more than 10 per cent of the total employed population.

Bearing in mind the extraordinary importance of the above problems in the fate and life of the workers, the question arises as to why these problems have not been extensively covered in the Director-General's Report.

Secondly, given that more than 110 countries are in the process of implementing structural adjustment programmes, why has the Director-General's Report not dealt more extensively with the repercussions of such policies?

Thirdly, why has the outcome of the high-level meeting of 1987 between the ILO, the IMF and the World Bank not been mentioned in the Report?

Lastly, assuming that the fate of the millions of people who are exposed to the repercussions of structural adjustment programmes is very important for the ILO, we wonder why no technical committee has been provided for on the agenda of this year's session of the Conference to deal with social security and other problems relating to the implementation of such policies.

The workers' organization of the Islamic Republic of Iran wishes to seriously urge the Director-General to take steps to ensure that, firstly, further assistance in the fields of education, training and self-employment is given to countries undergoing structural adjustment programmes. Secondly, exclusive research should be conducted by ILO experts and appropriate research centres on every individual measure of structural adjustment so that the impact in terms of retrenchment, poverty and other repercussions is clearly specified.

Furthermore, financial and further technical assistance should be provided to independent workers' organizations and federations so that they can find a suitable solution for the said problems on the basis of full knowledge of the facts.

Lastly, all the facilities of the ILO must be utilized in such a way that the pressure faced by unorganized workers in informal sectors is duly identified and ways to overcome them are also clearly specified.

In conclusion, I wish to draw your attention to a subject mentioned in the annual survey of the International Confederation of Free Trade Unions in connection with the workers' organization in Iran, which is totally false and baseless. The source of this news is a terrorist organization which, according to international documents, is responsible for the massacre of the Kurd and Iranian people and has taken an active part in the war against the people of Kuwait.

The question arises as to how an international confederation can allow itself to become a tool in the hands of a terrorist organization and question the sovereignty of an independent workers' organization?

Although we have reported the matter to the Director-General of the ILO and requested urgent follow-up, we reserve our legal right to follow up the matter through a competent authority. We also announce our readiness to welcome an ILO delegation for clarification of the truth for all the free workers of the world.

Mrs. AERENLUND *(Workers' delegate, Denmark)* – On behalf of the Danish Confederation of Trade Unions, I wish to thank the Director-General for the excellent Report which gives us a prominent basis for dialogue on these important issues. It is with great pleasure that I comment on the Report as a response to the Director-General's call for comments. I would also like to take the liberty to make a few suggestions to that effect.

I very much agree with the Director-General that access to social protection is a basic human right and that the ILO cannot act alone in this respect. The task is an enormous one which is bound by a number of constraints, but the task is not impossible.

I also support the agenda for a strategy on how to overcome some of the major constraints if social protection is to become more meaningful to a wider section of the world population. I particularly endorse the need for consensus between the respective governments and the social partners on the social schemes and the funding and administration thereof. In his conclusions the Director-General asks how long it will take to achieve the goals, and he gives the answer himself: "We cannot tell! In the developed countries the evolution from social insurance to social protection has spanned nearly a century. In the developing world this process must be compressed into a much shorter time." This is very true!

But social protection and social insurance demand high social expenditure and the lion's part of any state budget, irrespective of supplementary contributions made by the social partners.

And here we are at the very core of this complex problem. In my analysis there are two decisive trends which are contradictory and therefore constitute a hindrance to the realization of our common goals.

The one trend is constructive and positive and can be identified as the Director-General's strategy for coordinated action by the social partners and the respective governments along with greater policy cohesion between agencies of the UN family and the Bretton Woods institutions.

The other trend is for the moment destructive and blocks the Director-General's strategy for achieving the goals. This trend can be identified as the short-term and most unwanted effects of the structural adjustment programmes of the World Bank and the IMF.

Many governments have introduced wage freezes or compulsory guidelines for wage increases on the pretext that they have been part of the conditions of the IMF and the World Bank for granting loans and other support. Similarly, in many cases labour rights and legislation have been revised in order to weaken the trade unions. The public sector has been considerably reduced, subsidies to secure stable food prices have been removed, all to the detriment and suffering of the populations and undermining the governments. And exactly the same model has been applied in all countries, whether in Eastern Europe or in Africa. It is also characteristic that the social partners are never consulted. Lately, it has emerged that in some French-speaking countries of Africa the World Bank has engaged consultants whose recommendations for labour legislation reforms have been strongly opposed by the trade unions. It has to be underlined that the ILO was not approached by the World Bank to provide advice. And also the ILO appears reluctant to assert its competence in this area.

In short, many countries undergoing the medical cures of the structural programmes suffer from the short-term effects of such programmes. To this should be added that there are few signs of the long-promised economic recovery. The point is that it seems as if the structural adjustment programmes only make sense on paper. One could also use the old saying that the operation was successful but the patient died. And this certainly does not form a basis for the improvement of social insurance and social protection as called for in the Director-General's Report.

What can the ILO do about this state of affairs? Well, first and foremost, it would be fair to say that the ILO is already doing something about it on the international level, in the regions and with the multidisciplinary teams which it is planned to operate in various countries.

But there are too many "buts" and "may-bes" in the ILO approach to reduce the harassment to the populations caused by the present structural adjustment programmes which are focusing all too narrowly on the monetary stability of the respective countries.

I would therefore urge the Director-General to be much more audacious and affirmative in his approach towards the World Bank and the IMF and to ensure that the social partners are involved in the consultations on international, regional and national levels. The ILO has something to offer which is unique: its expertise in labour market issues, employment creation and the involvement of the social partners as a precondition for long-term success.

Experience from all over the world demonstrates that the most successful and productive economies are built on tripartism and a stable industrial relations system.

I myself have the honour to represent the labour movement of Denmark where tripartism is taken seriously by the Government and both sides of industry with due respect for the natural differences of interest. This gives us a basis for decent social protection and social insurance schemes which are so necessary in any unemployment situation.

It also provides the basis for allowing Denmark to be one of the major donors to the ILO programmes.

If my fellow colleagues from the developed world are taking their responsibility and the call of the Director-General seriously, I would encourage them to seek to increase their contributions to the ILO.

Next year the ILO will be celebrating its 75th anniversary. For the image of the ILO I think it would be wonderful if we could all see signs of the impact of the ILO, including its impact on the Bretton Woods institutions, without using a magnifying glass.

The ILO should not just be humble, but, like the widow in the Bible, be persistent in knocking at the door of the World Bank and the IMF to make them include the social dimension in structural adjustment programmes. The ILO must assert its rights on behalf of women, children and the weak of the world, for the benefit of the world. We wish to see a strong ILO.

RECORD VOTE ON THE RESOLUTION CONCERNING THE ADOPTION OF THE PROGRAMME AND BUDGET FOR 1994-95 AND THE ALLOCATION OF THE BUDGET OF INCOME AMONG MEMBER STATES

Original Arabic: The **PRESIDENT** – We shall now proceed to the second item on our agenda, namely the record vote on the resolution concerning the adoption of the Programme and Budget for 1994-5 and the allocation of the budget of income among member States. This resolution is to be found in *Provisional Record* No. 17, page 21.

(A record vote is taken.)

(The detailed results of the vote will be found at the end of the record of this sitting.)

Original French: The **CLERK OF THE CONFERENCE** – The result of the vote is as follows: 380 in favour, 6 against, with 26 abstentions. The quorum is 266.

The **PRESIDENT** (Mr. GRAY) – The resolution is adopted.

(The resolution is adopted.)

Original French: Mr. ELMIGER *(Government delegate, Switzerland)* – I would like to explain our vote in connection with the adoption of the budget which has just been approved. I would like to state, on behalf of the Government delegation of Switzerland, that after very careful reflection we finally voted in favour of the Programme and Budget for 1994-95, but we did so without enthusiasm and purely out of concern to preserve the consensus, at least at government level.

Aware of its responsibility, the Government delegation of Switzerland nevertheless wishes to reiterate the questions and serious reservations which it expressed during the discussions of the Finance Committee and which are reflected in the Second Report of that Committee.

The Swiss Government delegation wishes to point out that it has yet to receive satisfactory replies to the concerns it expressed. In the spirit of the speech made in Plenary yesterday by the head of the Swiss Government delegation, we wish to ensure that due consideration is given henceforth to our views.

Original Spanish: Mrs. JIMENEZ *(Government adviser and substitute delegate, Mexico)* – The Government delegation of Mexico generally endorses the Programme and Budget for 1994-95, but does so to join the consensus, and not without expressing its reservations with regard to the priorities which have been set. The Government of Mexico stressed, on the Governing Body and within the Finance Committee, the need to continue with the priority activities of the Organization in accordance with its terms of reference. The Government of Mexico would like to take this opportunity to reiterate its reservations, and to reaffirm that the Government delegation of Mexico continues to support the principle of stimulating employment, combating poverty and the right to development, as we have said before.

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL *(cont.)*

Original French: Mgr. TABET *(Apostolic Nuncio, Permanent Observer of the Holy See, Geneva)* – Allow me to congratulate the President and the Vice-Presidents on their elections, and for the skill with which they have conducted the work of this Conference. I would also like to avail myself of this opportunity to express to Mr. Michel Hansenne the congratulations and best wishes of the Holy See for his re-election as Director-General of the International Labour Office.

The delegation of the Holy See has read with interest the Director-General's Report, *Social insurance and social protection*. It feels that it is to the credit of the International Labour Organization and its member States to have contributed to the application of the minimum levels of benefits and coverage which include most of the risks to which workers and their families are exposed throughout their life.

The Holy See appreciates the fact that the criteria proposed for the protection of families, the unemployed, the sick, the elderly or handicapped people, or anyone who finds himself in a situation of vulnerability, extend beyond that of economic profitability.

In this respect, in the century elapsed between the *Rerum novarum* and *Centesimus annus* encyclicals, whose importance has been highlighted by many Members of your Organization, successive Popes have emphasized that each human being must be able to benefit in all circumstances from a living standard in keeping with his human dignity.

The slow but successful creation of social protection systems in certain countries, and the beginnings of such systems in other countries, despite a fragile economic situation, are remarkable efforts for the effective application of human rights.

The successes of these systems, however, should not make us lose sight of their limits or failures, or of the absence of a genuine social protection in many developing countries. The Director-General carefully described the reasons for disparities in the capacity of countries to protect the most disadvantaged and their families, bringing us face to face once again with the burning issue of poverty, so closely related to that of labour and to the grave situation of employment.

My delegation fully endorses the Director-General's conclusions regarding the need to give priority to the broadest social protection, particularly in developing countries. Social expenditures merit all due attention, for humanitarian reasons, of course, but also because of economic necessity, to the extent that real growth depends on the development of all human resources.

Social ambition is at the very heart of development objectives; its aim is to ensure that no one is left by the wayside. No society can allow itself to create outsiders.

This is why the existence of poverty cannot dispense a State, whose mission is precisely to safeguard a minimum standard of living for the population as a whole, from setting up a social protection scheme as a major instrument to fight poverty. To be able to guarantee adequate social protection, all countries, and particularly the poorest, such as those of Africa, need more than ever not to be prevented by the wealthier States from participating fairly in overall economic development.

The International Labour Organization has in this respect the decisive responsibility to help States and the international community not to lose sight of the requirements of the poor, and of the responsibility to provide them with both social protection and the chance to obtain employment. This concern will no doubt be submitted to the World Summit for Social Development, thus focusing attention on the interdependence of economic and social policy.

The Director-General is quite right in affirming that social protection is above all the responsibility of the community and rests on the willingness of each individual to participate in the care of the most underprivileged. In our opinion, the ILO is essentially responsible for assisting the international community and individual States to foster solidarity and sharing between the haves and the have-nots. By encouraging social dialogue it attempts to allow all to participate in development, and to ensure that no global action is undertaken without taking into account the requirements and the expectations of people.

Tripartism and the practice of social dialogue only have a genuine meaning if the poor are also invited to participate. The participation of the poor – and let us remember that they have a face, that of women, children, the unemployed, migrants – is a requirement which is addressed both to governments and to the heads of undertakings and trade unions. The poor knock on our door and make specific demands that this Organization cannot ignore.

This requirement is everybody's business, if my delegation understood correctly the pertinent appeal made by Director-General, which I quote: "measures other than conventional measures of formal social security need to be tried. In particular, governments should endeavour to support any and all social groups which are able to provide the necessary framework of social solidarity and mutual insurance and protection. Such groups might include local communities, cooperatives, religious organizations, friendly societies or other ad hoc organizations.(...) In addition, every effort will need to be made to make use of the extended family, and to reinforce what is in effect the default means of social protection for by far the greater part of the world's population". Allow me to underline my delegation's agreement on this point.

Technical cooperation provides the ILO with an efficient means to carry out such a responsibility by contributing to the promotion of the most disadvantaged of workers. My delegation welcomes the fact that this technical cooperation bears on three major fields; the progress of democracy, the fight against poverty, the protection of workers, particularly through the promotion of employment, as a key component of general development.

More generally, it is important to recall that the ILO currently has a mission to mobilize world opinion and bring serious attention to focus on the crucial question of the exclusion of the poor, and actively to seek solutions.

The twentieth century has witnessed the discovery and the most wide-ranging formulation of human rights. Our task, at the threshold of the twenty-first century, appears to be that of furthering the compliance of States, of all the bodies which composes States, and of all men and women with their social duties. The interdependence of the world economy must encourage us to enable humankind to become more united and to respond more effectively to the challenges it faces. It is at a world level that we are called upon to make solidarity real and to share. Can we envisage a new social pact at the world level? Is not that precisely the mandate conferred upon the ILO by the international community and the peoples of the world who still have faith in this Organization?

Original Arabic: Mr. JILANI *(Employers' delegate, Tunisia)* – In the Name of God, the Merciful, the Compassionate! It is a pleasure for me on behalf of the employers of Tunisia and on my own behalf to express our heartfelt congratulations to the President on his election to chair this session of the Conference. I would also like to wish him every success in conducting our work with the assistance of the distinguished vice-presidents.

I would also like to congratulate the Director-General for having tackled the most important aspects of the theme of this session, which he presented to us in a very objective and comprehensive manner, despite the complexity and the sensitiveness of the subject.

Nature has not granted Tunisia mineral or oil resources. After independence we started to develop our country with the only capital we had available, that is to say our human resources. The fundamental thrust of all our development plans has always been the glory and dignity of Tunisia. Our ultimate objective in all our development activities has been a life of dignity for all Tunisian citizens, wherever they may be and whatever their social and professional status. Among the earliest revolutionary legislative acts promulgated by the Government of independence was a law to ensure general and compulsory social protection for all workers, whatever their sector of activity or income.

Three national funds were thus established: the national pensions and social welfare fund, the national social security fund and the national fund for the elderly. These three funds ensured social coverage for all categories of workers in the private and public sectors. Without explaining in detail how these funds work, I would like to make the following two comments.

The majority of social protection systems in Tunisia have the following common aims: to provide for a secure retirement, taking into account the period of economic activity and level of income prior to retirement of the worker; to provide free medical care for the wage-earner and his or her family, and to provide family allowances to workers in accordance with the conditions and decisions of the nation, including in particular a limit on the number of children who benefit from children's allowances, in accordance with the national family planning and demographic growth policy.

Since the positive changes which started in 1987 in Tunisia, there have been several improvements in the social protection system in order to ensure that it provides generalized coverage. It has been extended to new categories of workers, such as farmers and independent workers. New benefits and allowances have also been created. The conditions for entitlement under the social security system have been made easier to fulfil, the level of benefits has been raised and an effort has been made to make the benefits more accessible to those insured.

The present social security policy is based on the following three principles: to extend the scope of social protection; to develop services; and to maintain the financial balance in the social security systems so they can respond at present and in the future to the financial challenges they now face and to those that lie ahead. We also must strengthen international cooperation, especially with countries which host Tunisian communities.

As a representative of the employers' organization of Tunisia, I would like to stress the important role played by this association in guaranteeing social protection for workers despite the high cost involved. To indicate clearly what this role is, suffice it to say that the institution's total level of social expenditure, including contributions to the social security fund or the various funds which deal with assisted housing, compensation for industrial accidents and other forms of social benefits varies from one sector to another somewhere between 40 and 60 per cent of the total income. This figure reflects the level of policy of solidarity which Tunisia has opted for and which it continues to consolidate in order to protect our human capital. This policy has led at the level of competition between enterprises to certain problems whereas a large number of countries who are our competitors have not as yet reached such levels. Against this background the ILO could play an efficient and effective role in encouraging many countries to apply a homogeneous policy of social protection, guaranteeing a minimum of social cover. Tunisia has based its social security policy on the recommendations of the ILO and on the main themes of its general policy, which can now be seen in the policies adopted since the changes in 1987, namely in terms of respect for the individual and human rights. There aspects are rooted in our Islamic culture and in our ancient civilization.

As one of the representatives of a developing country, might I be allowed to draw particular attention to a very important and serious matter – that is the question of industrial accidents which cannot be divorced from the whole issue of social protection and social security. Nationally and internationally, I think the statistics all point to a very high percentage of industrial accidents recorded in the newly industrialized developing countries, and the serious social and financial losses which ensue for the workers and in terms of the financial strain thus placed on economic institutions and social security funds.

Some attribute this to the poor level of vocational qualifications among workers and a lack of adequate vocational training in the newly industrialized countries together with an inability to master new technologies. There is some truth in that. However, the real reason we believe lies in the blatant shortcomings in safety standards and conditions with regard to the machinery provided by producers to poor countries. Some manufacturers do this to reduce the cost of their equipment to the developing countries where entrepreneurs are obliged to accept this because of their limited resources. That is why from this rostrum, we should appeal to the manufactures to include safety and preventive mechanisms in their basic machinery, which must also extend to spare parts and accessories.

In conclusion, I would like to underline the vast and noble concept of social security which should not be confined only to solidarity with certain categories of persons or certain age groups within a society. All humanity, and groups of people, whether in the form of a State, an economic or political bloc should apply these principles. And, the peoples of developing countries and deprived communities should be given understanding and support by those in rich countries. I would like to take this opportunity to reiterate my thanks to the Organization, and the Director-General, for the important role still played in finding common ground between varying points of view and classes and in providing a forum for dialogue and consultation on important subjects facing the Organization and I wish every success to this session.

Original Russian: Mr. BADEY *(Government delegate, Belarus)* – May I warmly extend greetings to you on behalf of the Government and delegation of the Republic of Belarus at the 80th Session of the International Labour Conference. We welcome all the new Members of the International Labour Organization. The ideals and principles of the ILO have always appealed, and remain appealing, to a growing number of people. It is worth noting that the authority and the strength of this Organization have been growing in recent years thanks to a great extent to the attentive and creative work of the International Labour Office headed by the Director-General. The content of the Director-General's Reports for the 78th, 79th and 80th Sessions confirm this.

Mr. Hansenne, please accept the congratulations of the Government of the Republic of Belarus on your re-election to the high post of director of the Office. We consider this recognition and support for the policy conducted under your leadership and we wish you, and through you all the staff of the Office, fruitful work for the benefit of peace, democracy and progress.

The questions of social security and social protection of the population put before this session are at the centre of attention of the Government and social partners in Belarus. They are of concern to all people regardless of where they work, and irrespective of age.

In order to resolve them, the Government together with the employers' and the trade union organizations has worked out and introduced the system of social protection for the population. The basis for it are new laws, such as the Act concerning the indexation of the population's income with inflation, the Act on minimum consumer budgets, the Act concerning minimum wages and state guarantees in the field of labour, the Act concerning pensions, the Act concerning the social protection of military personnel and members of their families, the Act concerning state benefits for families with children, and the Act concerning employment, just to name a few.

The updated social protection system which is better designed and more precisely defined, provides guarantees to all citizens, and particularly those who for one reason or another are unable to compete on the labour market.

But even the best system can only give results if it is supported by adequate financial resources. Unfortunately, in our country, the volume of resources is constantly dropping for various reasons. In just two years the national income of the Republic has dropped by 15 per cent, and the drop in production is continuing. Therefore, we see the improvement of social protection and the social sphere as something related to economic stabilization and, later, to economic development.

One of the main causes of the economic crisis is, without any doubt, the labour crisis caused by the imperfect industrial relations that were inherent in the centralized system and that still remain to a considerable extent. This is a system where only about 20 per cent of the national income is distributed according to the results of the work done. Sooner or later it was bound to lead to a massive loss of interest in work. And that is why, while supporting the principles of social justice and solidarity, we are paying particular attention to changing the mentality that has grown up over years of social dependency and uniform remuneration levels. For this purpose we are adopting measures to improve our labour legislation and system of social security and to fundamentally revamp the system of remuneration so that the results of work should be the main source of welfare for the economically active population. Strengthening incentive in no way means violating the rights of either trade unions or (all the more so) workers. On the contrary, increasing the resources directed for the payment of labour and reducing deductions at source, in our view, should become an important element of social protection for those who work conscientiously and creatively.

In this way, we relate the solving of the problems of social protection with the efficiency and productivity of the economy. That is the material basis for ensuring social justice and the protection of those who are in vulnerable positions.

We are grateful to the members of the following departments for the assistance they have given as Belarus perfected its labour laws and regulations: the Regional Office for Europe, the Labour Law and Labour Relations Branch, and the Working Conditions and Environment Branch.

The seminars held in Cyprus and Minsk on labour administration and the prevention of major industrial accidents were extremely timely and highly useful for the work of my Ministry. We discussed the concept of a new Labour Code for the Republic of Belarus, and we took the decision to set up the state labour inspection service, which is now being established. These are just a few of the concrete results of that cooperation.

Our delegation supports the adoption of a Convention on the prevention of major industrial accidents. We consider that this is a very necessary document.

Another element in the social protection of the population is employment. Gone are the days of so-called full employment in our country. The number of registered unemployed people is already more than 1 per cent of the workforce. There is a considerable amount of hidden unemployment. Many enterprises face a worsening financial position as a result of the rapid increase in energy costs, the disruption of economic links caused by the collapse of the USSR, conversion and restructuring. This could very soon lead to considerable difficulties for many of our citizens.

As we denationalize and privatize establishments, and given the shortage of investment capital, the creation of new jobs at state enterprises is hardly a realistic proposition. The only realistic way of solving the problem of unemployment is to develop entrepreneurship, flexible employment and self-employment. We are grateful to the Entrepreneurship and Management Development Branch and the Training Department for holding seminars on the development of small businesses, on productivity and on self-employment in rural areas. They were extremely useful. However, we believe the ILO, with its exceptional knowledge and experience in systematic approach to solving the problems of unemployment and the development of enterprises and cooperatives, is far from fulfilling its potential. It confines itself to consulting services. And therefore we think that it would be advisable to direct the work of the appropriate departments to developing and implementing concrete projects to support small business and regional development.

It is extremely important for us to resolve the problem of employment in the areas where we have group resettlement of people displaced by the Chernobyl disaster, and also those remaining in the territory of former cantonments. We are also worried about labour migration problems, and we would like to request that the ILO give us assistance in developing and implementing appropriate projects.

In our view, increased resources should be allocated from the ILO budget for these purposes.

In this connection, there is another idea I would like to put forward. To coordinate the ILO's activities in different countries of Central and Eastern Europe, a multidisciplinary team should be established in Budapest. However, links with the countries of the former USSR are practically non-existent, unfortunately. Therefore we think it would be advisable to set up a special ILO centre for the countries of the Commonwealth of Independent States.

There is another question that we think deserves the attention of the ILO. It concerns the training and retraining of staff working in social security and labour bodies and the development of human resources as a whole.

For this purpose, we have set up a special centre in Minsk to train workers in social and labour relations. Unfortunately, our country lacks qualified instructors and teaching staff who know about market relations, and we have not drawn up the necessary curricula or determined the skills needed to rectify the situation. Therefore, assistance from the Turin Centre, the Training Department and the Ministries of Labour of developed countries would be welcomed and of great benefit.

Original Arabic: Mr. MATTAR *(Employers' delegate, United Arab Emirates)* – Peace be with you! It is a pleasure for me to address this Conference on behalf of the Federation of Chambers of Commerce and Industry of the United Arab Emirates. It is also my pleasure to begin by congratulating Mr. Abdel-Hak, the Minister of Manpower and Training of the Arab Republic of Egypt, on his election as President of the 80th Session of the International Labour Conference. I am pleased also to congratulate the Vice-Presidents of the three Groups, and I would also like to congratulate Mr. Hansenne, the Director-General of the International Labour Office, on his re-election to a second term of office.

The agenda of this Conference includes a large number of important subjects. The Director-General's Report is made up of two parts. The first part deals with social insurance and social protection schemes in the member States, and the ILO's role in improving those schemes. The second part describes the Organization's activities during 1992. We also have the Reports of the Governing Body, the reports on technical cooperation, the prevention of major industrial accidents, part-time work, the application of Conventions, Recommendations and resolutions, and other topics. We are sure that this Conference, in which the three social partners of government, employers and workers are represented, will reach positive results on all the issues on its agenda, to the mutual benefit of the social partners.

I would like to express the appreciation of the Federation of Chambers of Commerce and Industry of the United Arab Emirates for the Report of the Director-General and what it has to say on social insurance and social protection. We are gratified by the proposals formulated in the Report, which aim to develop social insurance and social protection systems, and support the activities of parties concerned through the ILO's expertise in this field.

The Director-General's Report on the activities of the Organization in 1992 includes a comprehensive description of its activities in different parts of the world.

The United Arab Emirates have been able with unprecedented speed to establish a modern labour relations system. These relations are based on the protection by the State of the workers within its territory, and this is achieved by labour legislation conforming to the most advanced international labour standards. The legislation also provides for various benefits on termination of employment and requires employers to pay generous compensation at the end of a contract of a year or more. It allows workers to choose between such compensation or a retirement pension, depending on which is best for the worker concerned. It affirms workers' rights to medical care in the event of accidents and occupational illness. The many benefits and generous working conditions have made our country very attractive to foreign workers and an oasis of peace and security for a large number of workers from brother and friendly countries. The legislation guarantees the right to work, to invest and to transfer earnings abroad without restriction.

The Federation of Chambers of Commerce and Industry of the United Arab Emirates has excellent relations with the ILO, and we look forward to more cooperation in the different fields of labour in the coming years.

Finally, I hope that your Conference will adopt resolutions and recommendations which will enhance the role of the Organization in developing programmes to assist member countries in all areas of development, and more particularly to help them find solutions appropriate to the tragic situations we observe in many parts of the world, where there have been great losses of innocent lives and resources. We appeal for help to be given to the Somali people to end its suffering and to bring stability to that country, so that they can take their place again in the international community. We also appeal for help for the people of Bosnia and Herzegovina, to stop the atrocities perpetrated by the Serbs in killing, torturing and raping innocent people. Such acts are a violation of the most basic human rights and a challenge to international law.

Mr. ACHMAD *(Workers' delegate, Indonesia)* – Firstly, I would like to avail myself of this opportunity to congratulate the President of the 80th Session of this time-honoured International Labour Conference on his election. I fully believe that he will be able to preside successfully over all our sessions and lead them to a productive outcome.

I would also like to express the appreciation of Indonesia's workers in respect of the matters placed on the agenda for consideration and discussion by all the delegates, namely the issues of social security, major industrial accidents and the problem of part-time work. And this not only because these topics are of global concern, but more particularly because they represent some of the issues most widely discussed by the workers as well as by the Indonesia Workers' Union (SPSI) and those in which they have been striving for improvement.

Secondly, I would like to share with you some of the Indonesian workers' experiences and positions with regard to these three issues.

The Government of Indonesia has recently promulgated an improved law on social security and a law on pension schemes. The law on social security has a wider scope than that of ASTEK, the former workers' insurance covering occupational accidents, medical care and death allowance for workers. These two laws provide much better protection for workers, both in the private and in the government sectors. In addition, the enactment of the social security law has reflected the involvement of the tripartite body right from the preliminary draft, through the hearing in Parliament and into the formulation of the "Implementing Decree". The tripartite body has participated not only in the drafting of the two laws, but also in the supervision of their enforcement. Workers and employers are also represented on the Supervisory Board. At present, with the full participation of the SPSI, which represents the Indonesian workers, these new laws are being explained and implemented throughout Indonesia. The SPSI's National Executive Board has played a major role in proposing some of the measures contained in the two draft laws for the benefit of the workers, as well as those of other laws, such as the Transportation Act, which provides for the protection of the workers on their way to and from work. In respect of Act No. 3/1992 concerning the Workers' Social Security Programme, the SPSI has striven for this law to provide better cover for workers. Similarly, the Land Transportation Act not only applies to workers on their journey to and from work, but also to the general public in the event of traffic accidents. With the Act on Pension Schemes, Indonesian workers in the private sector may now feel secure because their future is guaranteed. Formerly, only the armed forces and the civil servants had pensions.

As far as major industrial accidents are concerned, the Indonesian workers have been participating actively in the shop-floor committee on occupational safety and health.

The occupational safety and health programme is one of the high-priority programmes of the National Executive Board of the SPSI. This is a programme aimed at making workers aware of their responsibilities in the prevention of industrial accidents at their place of work.

To date, the ILO has trained 16 occupational safety and health officers. These training officers have participated in ILO-sponsored seminars at both national and regional levels and some have even received advanced level training at the ILO training centre in Turin. Last year the SPSI conducted occupational safety and health surveys and training in 23 companies, involving 573 rank-and-file workers.

Current figures for the total population of Indonesia are now around 180 million. With a growth of 1.9 per cent a year, according to projected forecasts the population will reach 183 million in 1993. The total active workforce is estimated at around 77 million, while over 50 per cent of this workforce is between the ages of 15 and 34. Women make up about 40 per cent of the workforce.

The normal working week in Indonesia is 45 hours and out of our current total workforce 30 million are considered part-time workers as they work less than the usual 45 hours: more than 2 million work less than nine hours a week; 47.2 per cent work ten to 24 hours a week; 41.5 per cent work 25-34 hours a week; and 4 per cent are not working.

Bearing in mind the difficulties involved in protecting part-time workers, we would strongly support any effort to adopt a Convention which were to address this particular programme.

In conclusion, it is our greatest hope that this session of the Conference this year will adopt Recommendations, or even maybe Conventions, which will take into account more effectively the problems to which we shall be committing our attention as we examine our agenda.

Original Spanish: Mr. DE LOS REYES *(Employers' delegate, Cuba)* – Allow me to congratulate the President on his election to conduct the work of this session of the International Labour Conference and to extend these congratulations to the Vice-Presidents who I know will ensure that our work makes a positive contribution to the labour world. Likewise, we wish to congratulate Mr. Michel Hansenne on his re-election as Director-General of the ILO.

When we examine, as is customary, the Report drawn up for the 80th Session of the International Labour Conference, we are struck by the topic which is put forward for our consideration and analysis. This is the subject of social insurance and social protection within member States, a vital issue for thousands of millions of workers who in different parts of the world produce wealth. Out of these workers a considerable one in a hundred is unprotected or suffers from constraints in gaining access to benefits assigned. In the same way, the funds set aside for this purpose are sometimes mishandled in ways which lead to the enrichment of people and even of transnational entities.

In Cuba social security and social protection are given priority and comprehensive attention. In the pre-revolutionary period policy in this sector was catastrophic for thousands of workers. The resources of the funds or institution were used to make investments which in no way benefited the workers. There were constant swindles by those responsible for the funds, politicians of that time and trade union leaders. Monetary benefits were derisory and significantly a considerable 1 per cent of the workers was not included in social security schemes. This situation changed substantially with the triumph of the revolution to the point where some analysts questioned whether there was a relationship between overall social production and the budgetary allocations set aside for social security and social protection. In 1959, 114.3 million pesos were assigned for this purpose; and in 1992 the figure was 1,528.6 million. These data speak for themselves.

The scope of social security and protection in Cuba is all-embracing. All manual and white-collar workers are covered by the law. Education is free as is medical care. Housing is built for people who previously lived in subhuman conditions. There has been a massive development of sports which enabled us to obtain fifth place at the Barcelona Olympics. As a crowning achievement we have reduced the infant mortality rate to below 10.2 per thousand live births and increased life expectancy at birth to 75.7 years. Both indicators put us on an equal footing with the developed countries. If we compare these data with the year 1959, the picture was indeed alarming at that time: an infant mortality rate of 60 per thousand births and a life expectancy of 55 years. The figures are proof of the social dimension of the Cuban revolution.

In the economic field we are still faced with an even more difficult situation. The disadjustment encountered following the disappearance of the USSR and the socialist countries seriously damaged the economic structures of our country, since our investment in development and more than 80 per cent of economic and commercial relations were carried out under mutually favourable conditions with those countries. An essential aspect of our trade with these countries lay in the supply of oil from the USSR, which reached some 13 million tonnes per annum. We thus had to reduce the imports of crude to 6 million tonnes, which had a considerable effect on the production of energy and led to the paralysing of industries, restrictions on agriculture, services and benefits for our population. Similarly, the substantial reduction in the import of fertilizers has had repercussions on sugar production, our main export item, which this year fell to one of the lowest levels in tonnes since the triumph of the revolution. The oil shortage was compounded by a lack of spare parts and unfavourable climatic conditions.

Faced with this adverse economic situation, we have been taking measures to re-establish our development and economic stability. The outlook – based on our own efforts – is promising. We have worked to readjust our economic and commercial relations since we have ties with more than 3,000 firms in 84 countries. Our economic links with bodies in the Latin American, Caribbean and European countries are constantly increasing with the establishment of joint companies, cooperatives, participation accounts and the administration of hotels. These associations cover all sectors of the economy, for example oil prospection with the participation of bodies from France, Canada and Sweden, or in nickel, the textile sector, the construction industry, to give just a few examples.

The two special years which we have experienced have affected the standard of living of our society. However, we expect to achieve more favourable results from 1994, with a relaunching of the Cuban economy based on a timid recovery which, when stabilized, will lead to a sustained growth in overall production through our own individual efforts and obtained through the consolidated achievement of 34 years of revolution on behalf of the technical and vocational education and training of the workers. Our people all receive a minimum schooling of ten years and thousands have graduated as engineers, doctors, technicians and skilled workers.

This relaunching will be backed by an improved sugar harvest, an increase in the national production of oil, which this year will be around 1.3 million tonnes, a rise in tourism, which last year increased by 32 per cent over 1991, with more than 500,000 tourists from Latin America, the Caribbean and Europe (it is estimated that this year the figure will be the same or higher), the stabilization of nickel production with a guaranteed market, a maturing of joint ventures in their different forms and which will provide raw materials, financing, markets and know-how.

Likewise, the biotechnological, medical and pharmaceutical industries will contribute to this recovery through the development of health tourism, with hospital installations with recognized doctors in different specializations and more than 200 biotechnological products, such as PPG, which combats aggressive cholesterol, interferon, injections against meningococci, hepatitis B, the growth factor used for the quick healing of burns, to give a few examples. And finally, the situation will improve as regards the processing of food production with the guarantee of the necessary inputs, in particular fertilizers and seeds.

In the midst of all these efforts, we have to cope with the economic blockage imposed on us by our powerful neighbour more than 32 years ago, and which has now been stepped up through the well-known Torriceli law which has in fact converted the blockage into an economic war against our country. The Torriceli law, a brutal and criminal legal act which, given its extra-territorial scope, deserves the unanimous rejection of the governments of Latin America, Europe and Asia. This law stipulates that subsidiaries of parent companies may not trade with our country. If this provision were to be applied it would have serious consequences, since the United States Treasury Department itself recognized that in 1991 United States subsidiaries located in various countries traded with Cuba to the tune of $718 million, with trade going in both directions.

Thus the biggest island of the Antilles, the lighthouse of the Caribbean, the green crocodile looks towards the future. Tomorrow will certainly be better. Because the efforts will be our own.

Original Arabic: Mr. **ABDULLA** *(Workers' delegate, Bahrain)* – In the Name of God, the Merciful, the Compassionate! Allow me, on behalf of the General Federation of Workers of Bahrain and in my own name, to congratulate the President on his election to chair this session of the International Labour Conference. I am convinced that the confidence placed in him by the Conference and his experience will ensure that this session is crowned with success.

I would like to express a special word of warm thanks to Mr. Michel Hansenne, Director-General of the ILO, for having selected the subject of *Social insurance and social protection* as the main subject of his Report for this year. This is an important subject, particularly for workers and their families.

Social protection is a basic element of human rights and is indispensable to human welfare. I absolutely agree with the Director-General when he stresses that social protection measures require the greater application of international labour standards by both governments and the social partners. It also requires the support of the ILO at the twofold level of assistance granted to the partners in production for the development of social legislation and in the field of technical cooperation.

However, the ILO cannot work in isolation and cannot continue to work alone to try to achieve the main objectives set by the Social Security (Minimum Standards) Convention, 1952 (No. 102), which aims for the extension of social protection systems, particularly in developing countries, without there being greater political cohesion and greater understanding between the Organization, all its standard-setting and regional units, the social partners and the other specialized agencies of the United Nations family, at least in three spheres of social protection.

These three spheres are: old-age, invalidity and survivors' benefits; occupational accident insurance; and unemployment benefit.

We fully agree with the point of view of the Director-General concerning the strategic objectives which he has presented to ensure that in the developing countries social protection can come closer to the ideals enshrined in the international labour standards and set forth in the Universal Declaration of Human Rights. We believe, in this respect, that it is increasingly necessary today to extend the scope of social protection, particularly as regards medical care, invalidity, old age and survivors' pensions, sickness benefit as well as unemployment and maternity benefit and family allowances. The States in which social insurance is restricted to the provision of invalidity, survivors' and old-age benefits and occupational accident coverage should begin to set up a social protection scheme as advocated by Convention No. 102. Moreover, attempts should also be made to extend the scope of social protection to the entire population so that it is not restricted only to workers in the formal public and private sector.

Thirdly, we have to try to ensure that the monetary value of social protection benefits is sufficient to allow workers to enjoy a decent standard of living. Therefore we believe that pensions and benefits should be linked to the cost-of-living index. Social insurance and social protection should provide a minimum income, making it possible for all citizens to enjoy a decent standard of living.

Fourthly, it is also necessary to amend the programmes of economic reform in order to reduce the adverse effects resulting from the elimination of certain elements of social protection, such as subsidies.

May I take this opportunity to refer to social security legislation in Bahrain. We are trying, together with the social partners, to adapt our legislation to international standards.

The many subjects which have been discussed during this session of the International Labour Conference are directly related to the interests of the social partners, they aim at developing communities and at building States through broader dialogue and a greater cohesion. We attach considerable importance to our annual presence at the International Labour Conference.

We are particularly interested in the formulation of standards concerning major industrial accidents, in the role of the ILO in the field of technical cooperation, and in the regulation of part-time work. We would like to reiterate the need to guide the dialogue towards the fundamental principles of the ILO, namely, economic and social justice.

These principles are the following: first of all, part-time work should not replace regular work; second, part-time work should not be seen as a solution to the problem of unemployment; third, enterprises should not profit from cuts in the wages of workers.

As regards the participation of the labour movement in the work of the International Labour Conference, I think it is important for us to draw the attention of the Governing Body to the need to promote workers' activities and to support the activities of our Organization. We hope that our leaders will be able to participate in the various training activities organized by the various institutions in the region, which have become increasingly necessary to complement the developments and needs as regards the protection of workers in accordance with international labour standards.

Ms. **HEPTONSTALL** *(representative of the International Council on Social Welfare)* – First of all I would like to join previous speakers in congratulating the President and all the other officers of the 80th Session of the International Labour Conference on their election and the conduct of these meetings. I also wish to congratulate Mr. Michel Hansenne on his re-election.

I am taking the floor in the name of the International Council of Social Welfare, a non-governmental organization in official relations with the ILO, and as convenor of the Geneva-based NGO Working Group on Women and Employment, whose members are all in consultative status with the United Nations Economic and Social Council.

We welcome the Report of the Director-General with its comprehensive overview and discussion of the issues facing member countries. Social insurance and social protection do not stand alone, but function in relation to the state of the economy and the labour market, so the questions that must be addressed regarding equity, equality and adequacy are especially acute during a period of world economic slowdown. For these reasons, it is also important to examine the Report from a gender perspective, and the Report is rather surprisingly wanting in this regard.

Statutory social schemes provide important benefits as the Director-General points out on page 5: "a reasonable social net for all individuals and households enlarges and strengthens the labour force of a country, adds to its capacity to promote growth and to accept change, and underpins a greater degree of political and social stability". However, if such schemes are to fully achieve their objectives for men and women certain issues must be addressed.

Statutory social protection schemes are relatively recent in origin, and have appeared in response to the needs of an industrialized society. When they were created, social security focused primarily on the male breadwinner of the family, employed in the formal sector, and women were treated primarily as dependants, whose benefits were derived from those of the male breadwinner. Changing family patterns, including rising divorce rates, a greater number of working women and increasing numbers of female-headed households, have made obsolete this concept of women as mere dependants. There is now a growing consensus on the need for women to accumulate social security entitlements in their own right, rather than acquiring them from married status or family circumstances. But this, of course, remains a difficult area.

Although statutory social security systems functioning in the formal economy have largely eliminated sexual discrimination, this has not solved the problem of income security faced by women of all ages, especially older women.

The situation is especially painful for those living in countries undergoing structural adjustment or confronted with economies in transition. There are many reasons for this. Women's work histories often show many interruptions, which frequently reflect the double burden of responsibility borne by women in caring for families. Furthermore, there remain persistent discrepancies between the remuneration of male and female workers. In most industrialized countries, women's earnings never exceed 75 per cent of their male counterparts' and are often as low as 50 per cent, with much of the discrepancy resulting from the employment opportunities generally open to women as a result of occupational segregation.

Women are also disadvantaged in relation to private or complementary pension schemes. The Director-General's Report enumerates a number of reasons and I quote, "such as the exclusion of part-time workers, differences in protection which are unfavourable to staff in junior positions, rules restricting coverage and the vesting of benefits to employees with a substantial period of service, and unfavourable provisions for early leavers". In consequence, the lack of access to pension schemes or the unavailability of portable pensions, combined with the need to cope with frequent interruptions in their employment patterns, leave women seriously disadvantaged where coverage by private or complementary pension schemes is concerned. As a result, in many countries women are forced to rely most heavily on public sector pensions.

In developing countries, as the Director-General points out, coverage by social security schemes is in general available only in the urban formal sector of the economy. As this is frequently a minor part of the economy, and the majority of women in developing countries work in the informal sector, the proportion of women covered by statutory social security schemes is even lower in developing countries than that of men. In many countries, the total social security coverage barely exceeds 10 per cent of the population, and the informal sector is not covered at all.

It is therefore essential to pay greater attention to ways of ensuring social protection for the whole population. We commend the Director-General's conclusion that social protection flourishes best in societies which possess reasonable levels of democracy, respect human rights and human dignity, promote an equitable distribution of both income and wealth, and which give individuals the scope and the opportunity to develop fully. Such desirable standards for social protection also inevitably raise the problem of balancing the needs for social protection with the necessity of paying for it.

As the majority of the world's poor and disadvantaged are women, we believe the ability to contain social protection costs will depend largely on solving the problem of poverty among women. This means greater efforts must be made to extend basic education and training, as well as retraining for women re-entering the market. Schemes to ensure the extension of credit and other employment-producing mechanisms should also be priorities, and should focus on women regardless of their age.

Overall, we welcome the departure from traditional positions regarding the pre-eminence of the informal economy. It is clear that meeting the need for full employment will necessitate greater attention to the growing informal sector, where women are so heavily represented. We therefore regret that the resolution on the informal sector did not gain sufficient voting strength in the Resolutions Committee. With regard to these remaining resolutions, we hope that gender issues will be reflected more explicitly than at present.

Looking to the future, the Director-General refers to smaller scale, less formal systems of social security, but warns that considerable imagination will be required, and this is as likely to come from those affected (that is the men and women needing social protection) as it is from outside experts. As members of non-governmental organizations, we firmly endorse the Director-General's suggestion that governments should seek out and support a wide range of non-governmental organizations, friendly societies, co-operatives and other groups based on local communities. We strongly encourage such a development, which is in keeping with the policies we advocated at the 78th Session, namely of building on what already exists in the informal sector, and encouraging linkages with the structures and institutions in the modern sector as a means of supporting "bottom up" rather than "top down" development.

Despite our wholehearted support for such initiatives, we also realize that the main responsibility for establishing a suitable framework to provide basic guarantees of social insurance and social protection of necessity rests with governments.

The ILO is well placed to support such innovative developments and to encourage replication. In this context, it must be emphasized that the resources made available by the ILO should always be monitored to ensure that gender issues are reflected in all its programmes. We hope therefore that the ILO Social Security Department will continue the work already begun on women and social security as an equality issue.

In conclusion, we wish to stress that the debate about social insurance and social protection remains as relevant and as critical to women as it does to men. The neglect of women's needs, particularly evident in the Director-General's otherwise excellent Report shows how important it is that women themselves take part in the debate. It is equally important that all members of the tripartite system take full account of the needs of both men and women.

(The Conference adjourned at 1 p.m.)

Record vote on the resolution concerning the adoption of the Programme and Budget for 1994-95 and the allocation of the budget of income among member States

Pour/For/En pro 380

Afghanistan/Afghanistan/Afganistán:

BALKHI, M. *(G)*
BASHIRI, M. *(E)*
SAME, M. *(T/W)*

Algérie/Algeria/Argelia:

ABDELOUAHAB, M^{me} *(G)*
TOUATI, M^{lle} *(G)*
BOUDCHACHA, M. *(E)*
MEZIANI, M. *(T/W)*

Allemagne/Germany/Alemania:

WILLERS, Mr. *(G)*
MAASSEN, Mr. *(G)*
THUSING, Mr. *(E)*
ADAMY, Mr. *(T/W)*

Angola:

N'GOVE LUSSOKE, M. *(G)*
TIAGO GOMES, M. *(E)*

Antigua-et-Barbuda/Antigua and Barbuda/Antigua y Barbuda:

PRINCE, Mr. *(G)*
BASS, Mr. *(E)*
ROBINSON, Mr. *(T/W)*

Arabie saoudite/Saudi Arabia/Arabia Saudita:

KENTAB, Mr. *(G)*
AL-KHALIDI, Mr. *(G)*
DAHLAN, Mr. *(E)*
JOMA'A, Mr. *(T/W)*

Argentine/Argentina/Argentina:

DE LA GUARDIA, Sr. *(G)*
RECONDO, Sr. *(G)*
FUNES DE RINA, Sr. *(E)*
BALDASSINI, Sr. *(T/W)*

Australie/Australia/Australia:

DEJONG, Mr. *(G)*
LEIGH, Ms. *(G)*
QUIRK, Mr. *(E)*
GEORGE, Ms. *(T/W)*

Autriche/Austria/Austria:

KLEIN, Mr. *(G)*
LANGHAMMER, Mr. *(G)*
ARBESSER-RASTBURG, Mr. *(E)*
FRIEHS, Mr. *(T/W)*

Bahamas:

PETTY, Mrs. *(E)*
BODYE, Mr. *(T/W)*

Bahreïn/Bahrain/Bahrein:

AL-MADANI, Mr. *(G)*

Bangladesh:

ALI, Mr. A. *(G)*
FARID, Mr. *(G)*
HYDER, Mr. *(E)*
ALI, Mr. I. *(T/W)*

Barbade/Barbados/Barbados:

BREWSTER, Mr. *(G)*
BUSHELL, Mr. *(E)*
TROTMAN, Mr. *(T/W)*

Bélarus/Belarus/Belarús:

ZHUKOWSKY, Mr. *(G)*

Belgique/Belgium/Bélgica:

LEEMANS, M. *(G)*
VANDAMME, M. *(G)*
MINNE, M. *(E)*
DE VITS, M^{me} *(T/W)*

Belize/Belize/Belice:

JOHNSON, Mr. *(G)*
PATTEN, Mr. *(T/W)*

Bénin/Benin/Benin:

ZANOU, M. *(G)*
GLELE, M. *(E)*
DOSSOU, M. *(T/W)*

Bolivie/Bolivia/Bolivia:

ESPAÑA-SMITH, Sr. *(E)*
SALAS, Sr. *(T/W)*

Botswana:

MASOGO, Mr. *(G)*
BAKWENA, Mr. *(G)*
DAMBE, Mr. *(E)*

Bulgarie/Bulgaria/Bulgaria:

SHOPOV, Mr. *(G)*
BALTOV, Mr. *(G)*
KORALSKI, Mr. *(E)*
KOSSEVA, Mrs. *(T/W)*

Burkina Faso:

SILGA, M. *(G)*
KABORE, M. J. *(G)*
KABORE, M. B. *(E)*
NAMONO, M. *(T/W)*

Burundi:

NZEYIMANA, M. *(G)*
FURUGUTA, M. *(G)*
NZISABIRA, M. *(E)*

Cameroun/Cameroon/Camerún:

MOKOKO KINGUE, Mr. *(E)*
SOMBES, Mr. *(T/W)*

Canada/Canada/Canadá:

DUBOIS, M. *(G)*
AUSMAN, Mr. *(G)*
CARR, Mrs. *(T/W)*

Cap-Vert/Cape Verde/Cabo Verde:

MASCARENHAS, M. *(E)*
VAZ, M. *(T/W)*

République centrafricaine/Central African Republic/República Centroafricana:

YANGO-SINDO, M. *(G)*
SONY-COLE, M. *(T/W)*

Chili/Chile/Chile:

ILABACA, Sr. *(G)*
UNDURRAGA, Sr. *(E)*
CORTES MUÑOZ, Sr. *(T/W)*

Chine/China/China:

ZHU, Mr. *(G)*
ZHANG, Mrs. *(G)*
PAN, Mr. *(E)*
WANG, Mr. *(T/W)*

Chypre/Cyprus/Chipre:

PILICOS, Mr. *(E)*
ANTONIOU, Mr. *(T/W)*

Colombie/Colombia/Colombia:

PALACIO Sr. *(G)*
ISAZA RODRIGUEZ Sr. *(G)*
OBREGON SABOGAL, Sr. *(T/W)*

Congo:

NGANGA-TSILA, M. *(G)*
MALONGA, M. *(G)*

Corée, République de/Korea, Republic of/Corea, República de:

LEE, Mr. *(G)*
PARK, Mr. *(G)*
KIM, Mr. *(T/W)*

Costa Rica:

RHENAN SEGURA, Sr. *(G)*
MONTERO CHAVARRIA, Sr. *(E)*

Côte d'Ivoire:

KREMAN, M. *(G)*
ADIKO, M. *(T/W)*

Croatie/Croatia/Croacia:

MUSULIN, Mrs. *(G)*
SUSAC, Mr. *(E)*
BRAZZODURO, Mr. *(T/W)*

Cuba:

HERNANDEZ, Sra. *(G)*
LAGO SILVA, Sr. *(G)*
DE LOS REYES, Sr. *(E)*
QUINTANA GARCIA, Sr. *(T/W)*

Danemark/Denmark/Dinamarca:

ADLER, Ms. *(G)*
JORGENSEN, Mr. *(G)*
AERENLUND, Mrs. *(T/W)*

Egypte/Egypt/Egipto:

ZAHRAN, Mr. *(G)*
EL-ASSAR, Mr. *(G)*
FAHMY, Mr. *(E)*
MOUSTAFA, Mr. *(T/W)*

Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos:

AL-ABDOULLI Mr. M. *(G)*
AL-MEHAIRI, Mr. *(G)*
MATTAR, Mr. *(E)*
AL-ABDOULLI, Mr. K. *(T/W)*

Equateur/Ecuador/Ecuador:

RIOFRIO Sr. *(G)*
PEÑA UGALDE, Sr. *(G)*
ROSALES, Sr. *(T/W)*

Erythrée/Eritrea/Eritrea:

DEGOL, Mr. *(G)*
WOLDEMARIAM, Mr. *(G)*
TECLE, Mr. *(T/W)*

Espagne/Spain/España:

MARTIN-VALENZUELA MARZO, Sr. *(G)*
FERNANDO DE SEGOVIA Sr. *(G)*
ADRADOS GAUTIER, Sra. *(E)*
FRADES PERNAS, Sr. *(T/W)*

Etats-Unis/United States/Estados Unidos:

OTERO, Mr. *(G)*
FREEMAN, Mr. *(G)*

Finlande/Finland/Finlandia:

SALMENPERA, Mr. *(G)*
HURMALAINEN, Mr. *(G)*
TAPIOLA, Mr. *(T/W)*

France/France/Francia:

CHOTARD, M. *(G)*
BONNEVILLE, M. *(G)*
OECHSLIN, M. *(E)*
BRIESCH, M. *(T/W)*

Gabon/Gabon/Gabón:

NDONG NANG, M. *(G)*
TCHEN, M^{me} *(G)*
ABOGHE OBAME, M. *(E)*
MAYOMBO, M. *(T/W)*

Ghana:

ACQUAH, Mr. *(G)*
OBENG-FOSU, M. *(G)*
AMONOO, Mr. *(E)*

Grèce/Greece/Grecia:

TOUKATOS, M. *(G)*
YANTAIS, M. *(G)*
ANALYTIS, M. *(E)*
DASSIS, M. *(T/W)*

Guinée/Guinea/Guinea:

CAMARA, M. *(G)*
SIDIBE, M. *(G)*
DABO, M. *(E)*
DIALLO, M. *(T/W)*

Guinée-Bissau/Guinea-Bissau/Guinea-Bissau:

BACAI SANHA, M. *(G)*
MUSSE BALDE, M. *(G)*

Honduras:

URTECHO, Sr. *(G)*
CERNA GARCIA, Sr. *(E)*
ESPINAL, Sr. *(T/W)*

Hongrie/Hungary/Hungría:

BOYTHA, Mr. *(G)*
KLEKNER, Mr. *(G)*
NAGY, Mr. *(E)*
ORY, Mr. *(T/W)*

Inde/India/India:

GOPALAN, Mr. *(G)*
ZUALA, Mr. *(G)*
ANAND, Mr. *(E)*
NAIK, Mr. *(T/W)*

Indonésie/Indonesia/Indonesia:

SIMANDJUNTAK, Mr. *(G)*
ACHMAD, Mr. *(T/W)*

Iran, République islamique d'/Islamic Republic of Iran/Irán, República Islámica del:

FANNIZADEH, Mr. *(G)*
MOSHIRIAN, Mr. *(T/W)*

Irlande/Ireland/Irlanda:

KELLY, Mrs. *(G)*
O'FLOINN, Mr. *(G)*
O'DONOVAN, Ms. *(T/W)*

Islande/Iceland/Islandia:

SAEMUNDSSON, Mr. *(G)*
KRISTINSSON, Mr. *(G)*

Israël/Israel/Israel:

KEREM, Mr. *(G)*
BARAK, Mr. *(G)*
KARA, Mr. *(T/W)*

Italie/Italy/Italia:

LORENZO BADIA, M. *(G)*
CARLA, M^{me} *(G)*
SASSO-MAZZUFFERI, M^{me} *(E)*
VANNI, M. *(T/W)*

Jamaïque/Jamaica/Jamaica:

SMITH, Mr. *(G)*
ROBINSON, Mr. *(E)*

Japon/Japan/Japón:

WAKAKI, Mr. *(G)*
TAKAHASHI, Mr. *(G)*
TSUJINO, Mr. *(E)*
ITOH, Mr. *(T/W)*

Jordanie/Jordan/Jordania:

ASA'D, Mr. *(G)*
AL-ZU'ABI, Mr. *(G)*

Kenya:

NG'ELU, Mr. *(G)*
NGARE, Mr. *(G)*
OWUOR, Mr. *(E)*

Koweït/Kuwait/Kuwait:

AL-SALLAL, Mr. *(G)*
AL-SALEH, Mr. *(G)*
AL-JASSEM, Mr. *(E)*

Lesotho:

THAMAE, Mr. *(G)*
FANAMA, Mr. *(G)*
MAKEKA, Mr. *(E)*
JONATHAN, Mr. *(T/W)*

Luxembourg/Luxembourg/Luxemburgo:

FABER, M. *(G)*
BICHELER, M. *(G)*
SAUBER, M. *(E)*
PIZZAFERRI, M. *(T/W)*

Madagascar:

RABEMANANTSOA, M. *(E)*

Malaisie/Malaysia/Malasia:

AKBAR BABA, Mr. *(G)*
AHMAD MOHD IDRUS, Mr. *(G)*
MOKZHANI, Mr. *(E)*
ZAINAL, Mr. *(T/W)*

Malawi:

NINDI, Mr. *(G)*
NDOVI, Mr. *(G)*
MUYENZA, Mr. *(E)*
CHIMPHANGA, Mr. *(T/W)*

Mali/Mali/Malí:

TRAORE, M. *(G)*
SIDIBE, M^{me} *(G)*
TOURE, M. *(E)*
BATHILY, M. *(T/W)*

Malte/Malta/Malta:

VALENTINO, Mr. *(G)*
MIZZI, Mr. *(G)*
CALAMATTA, Mr. *(T/W)*

Maroc/Morocco/Marruecos:

BENHIMA, M. *(G)*
KHALES, M. *(G)*
ABOU LAHCEN, M. *(E)*
BEN SEDDIK, M. *(T/W)*

Maurice/Mauritius/Mauricio:

TOOFANY, Mr. *(G)*
BOLAKY, Mr. *(G)*
JEETUN, Mr. *(E)*
ALGOO, Mr. *(T/W)*

Mauritanie/Mauritania/Mauritania:

OULD BAYA, M. *(G)*

Mexique/Mexico/México:

ROMERO, Sr. *(G)*
JIMENEZ, Sra. *(G)*
SANCHEZ MADARIAGA, Sr. *(T/W)*

Moldova, République de/Moldova, Republic of/Moldova, República de:

ZAPOROJAN, Mr *(G)*
SOBOR, Mr. *(E)*
GODONOGA, Mr. *(T/W)*

Mongolie/Mongolia/Mongolia:

ONON, Mrs. *(G)*
SHAGDARSUREN, Mr. *(G)*
SUHBAATAR, Mr. *(T/W)*

Mozambique:

FRANCISCO, Mr. *(G)*
CORREIA, Mr. *(G)*
MABUMO, Mr. *(T/W)*

Myanmar:

HLAING, Mr. *(G)*
SHWE, Mr. *(G)*
AYE, Mr. *(E)*
LWIN, Mr. *(T/W)*

Namibie/Namibia/Namibia:

HIVELUAH, Mr. *(G)*
VAN ROOYEN, Mr. *(G)*
SHIKANGALA, Mr. *(E)*

Nicaragua:

MORENO, Sr. *(T/W)*

Niger/Niger/Níger:

MAMADOU, M. *(G)*
SABO, M. *(E)*
IBRAHIM, M. *(T/W)*

Nigéria/Nigeria/Nigeria:

SIKOKI, Mr. *(G)*
WILLIAMS, Mr. *(G)*
ANIGBO, Mr. *(T/W)*

Norvège/Norway/Noruega:

VIDNES, Mr. *(G)*
BRUAAS, Mr. *(G)*
PEDERSEN, Ms. *(T/W)*

Nouvelle-Zélande/New Zealand/Nueva Zelandia:

McLEA, Mr. *(G)*
SILBERSTEIN, Ms. *(G)*
SCOTT, Mr. *(T/W)*

Ouganda/Uganda/Uganda:

NASSIWA LWANGA, Ms. *(G)*
OLWENY, Mr. *(G)*

Pakistan/Pakistan/Pakistán:

KAMAL, Mr. *(G)*
KHAN, Mr. *(G)*
TABANI, Mr. *(E)*

Panama/Panama/Panamá:

ROSAS, Sr. *(G)*
UCROS GALLARDO, Sr. *(G)*
COBOS, Sr. *(T/W)*

Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea:

JOEL, Mr. *(G)*
DIALLA, Mr. *(G)*

Pays-Bas/Netherlands/Países Bajos:

HAGEN, Mr. *(G)*
SCHRAMA, Mr. *(G)*
SIETARAM, Mrs. *(T/W)*

Pérou/Peru/Perú:

BENAVIDES BOERO Sr. *(G)*
DE LAS CASAS CRAVERO, Sr. *(G)*
PEDRAZA AZURIN, Sr. *(E)*
LAZO PERALTA, Sr. *(T/W)*

Philippines/Philippines/Filipinas:

PINEDA, Mrs. *(G)*
SUSI, Mr. *(G)*

Pologne/Poland/Polonia:

HENCZEL, Mr. *(G)*
BACZKOWSKI, Mr. *(G)*
RACZKA, Mr. *(E)*

Portugal:

DIAS, M. *(G)*
DE CARVALHO, M. *(T/W)*

Qatar:

AL-MAHMOUD, Mr. *(G)*
BUSHARBAK, Mr. *(G)*
AL-THANI, Mr. *(E)*
AL-BUAINAIN, Mr. *(T/W)*

Roumanie/Romania/Rumania:

BREHOI, M. *(G)*
POPESCU, M. *(G)*
DOBRIN, M. *(E)*
HOSSU, M. *(T/W)*

Royaume-Uni/United Kingdom/Reino Unido:

WESTON, Mr. *(G)*
HARTWELL, Ms. *(G)*
BRETT, Mr. *(T/W)*

Russie, Fédération de/Russian Federation/Rusia, Federación de:

EVLYUKHIN, M. *(G)*
BORCHEVSKY, M. *(G)*
KOLMOGOROV, M. *(E)*
RESHETNIKOV, M. *(T/W)*

Rwanda:

NYIRAMUGWERA, M^{lle} *(G)*
KANYARWANDA, M. *(E)*
MUNYAKAZI, M. *(T/W)*

Saint-Marin/San Marino/San Marino:

CECCHETTI, M. *(G)*
ZEILER WERBROUCK, M^{me} *(G)*
MENICUCCI, M^{lle} *(E)*
GIARDI, M. *(T/W)*

Sao Tomé-et-Principe/Sao Tome and Principe/Santo Tomé y Príncipe:

ESPIRITO SANTO, Sr. *(G)*
ARAGAO, Sr. *(G)*

Sénégal/Senegal/Senegal:

DIALLO, M. *(G)*
FALL, M. *(G)*
MBACKE, M. *(E)*
DIOP, M. *(T/W)*

Slovaquie/Slovakia/Eslovaquia:

KONICKY, Mr. *(G)*
HETTES, Mr. *(G)*
ENGLIS, Mr. *(T/W)*

Slovénie/Slovenia/Eslovenia:

TRATNIK, Mrs. *(G)*
CICEROV, Mr. *(G)*
JAKOPANEC, Mrs. *(E)*
GOLJEVSCEK, Mr. *(T/W)*

Soudan/Sudan/Sudán:

HAIDOUB, Mr. *(G)*
ELNAW, Mr. *(G)*
MUSTAFA, Mr. *(E)*
ABDON, Mr. *(T/W)*

Sri Lanka:

JAYASINGHE, Mr. *(G)*
WEERAKOON, Mr. *(G)*
ATUKORALE, Mr. *(T/W)*

Suède/Sweden/Suecia:

ASHUVUD, Mr. *(G)*
JONZON, Mr. *(G)*
EDSTROM, Mr. *(T/W)*

Suisse/Switzerland/Suiza:

BRANDT, M. *(G)*
ELMIGER, M. *(G)*
CRIDAZZI, M^{me} *(T/W)*

Suriname:

DAAL-VOGELLAND, Mrs. *(G)*
NAARENDORP, Mrs. *(G)*
DE VRIES, Mr. *(E)*
KOORNAAR, Mr. *(T/W)*

Swaziland/Swaziland/Swazilandia:

MANDARA, Mr. *(G)*
MNDZEBELE, Mr. *(G)*
HLOPHE, Mr. *(E)*
SITHOLE, Mr. *(T/W)*

République arabe syrienne/Syrian Arab Republic/República Arabe Siria:

YASER, Mr. *(G)*
AL KHAZENDAR, Mr. *(G)*

Tanzanie, République-Unie de/Tanzania, United Republic of/Tanzania, República Unida de:

SHABAN, Mr. *(G)*
MAENDA, Mr. *(E)*
NYAMHOKYA, Mr. *(T/W)*

République tchèque/Czech Republic/República Checa:

VENERA, Mr. *(G)*
FUCHS, Mr. *(G)*
FALBR, Mr. *(T/W)*

Thaïlande/Thailand/Tailandia:

PAYAKANITI, Mrs. *(G)*
PRATOOMKAEW, Mr. *(G)*
RUJIROJANASKUL, Mr. *(E)*
CHAROENWAL, Mr. *(T/W)*

Togo:

BLEDJE, M. *(G)*
MIDAMOU, M. *(G)*
SEDDOH, M. *(E)*
DOEVI-TSIBIAKU, M. *(T/W)*

Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago:

PHILLIPS, Mr. *(G)*
LINTON, Mr. *(G)*
MILLETTE, Mr. *(E)*
JOHN, Mr. *(T/W)*

Tunisie/Tunisia/Túnez:

KCHAOU, M. *(G)*
TEBOURBI, M. *(G)*
JILANI, M. *(E)*
SAHBANI, M. *(T/W)*

Turquie/Turkey/Turquía:

TERZI, Mr. *(G)*
EVIN, Mr. *(E)*

Ukraine/Ukraine/Ucrania:

VINOKOUROV, M. *(G)*
PONOMAREV, M. *(E)*
CHILOV, M. *(T/W)*

Uruguay:

VANERIO, Sr. *(G)*
IRRAZABAL, Sr. *(G)*
FERNANDEZ, Sr. *(T/W)*

Venezuela:

PESTANA, Sr. *(G)*
VERLEZZA, Sra. *(G)*
RAMIREZ, Sr. *(T/W)*

Viet Nam:

DO MINH, M. *(G)*
HOANG KIM NEUYEN, M. *(T/W)*

Zaïre/Zaire/Zaire:

MAYA, M. *(G)*
MALONGA-MA-NGUDINGANI, M. *(T/W)*

Zambie/Zambia/Zambia:

NYIRENDA, G. P. Mr. *(G)*
NYIRENDA, E. J. Mr. *(G)*
SANYAMBE, Mr. *(E)*

Zimbabwe:

BARE, Ms. *(G)*
CHIWESHE, Mr. *(E)*
SIBANDA, Mr. *(T/W)*

Contre/Against/En contra 6

Bélarus/Belarus/Belarús:

BADEY, Mr. *(G)*
KUNYAVSKY, Mr. *(E)*
BULGAK, Mr. *(T/W)*

Iran, République islamique d'/Islamic Republic of Iran/Irán, República Islámica del:

GOL MOHAMMADI, Mr. *(G)*

Lituanie/Lithuania/Lituania:

BALTUTYTE, Ms. *(G)*
DOVIDENIENE, Mrs. *(T/W)*

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Brésil/Brazil/Brasil:

DA SILVA, Mr. *(G)*
DE ARAUJO LIMA, Mr. *(G)*
NEVES FILHO, Mr. *(E)*

Canada/Canada/Canadá:

BELL, Mr. *(E)*

Croatie/Croatia/Croacia:

SIMONOVIC, Mrs. *(G)*

Danemark/Denmark/Dinamarca:

RONNEST, Mr. *(E)*

Etats-Unis/United States/Estados Unidos:

BURGE, Mr. *(E)*

Finlande/Finland/Finlandia:

HULTIN, Mr. *(E)*

Irlande/Ireland/Irlanda:

McAULEY, Mr. *(E)*

Islande/Iceland/Islandia:

STEFANSDOTTIR, Mrs. *(E)*

Israël/Israel/Israel:

GATTEGNO, Mr. *(E)*

Lituanie/Lithuania/Lituania:

RAINYS, Mr. *(E)*

Mexique/Mexico/México:

DEL REGIL, Sr. *(E)*

Norvège/Norway/Noruega:

BREVIG, Ms. *(E)*

Nouvelle-Zélande/New Zealand/Nueva Zelandia:

MARSHALL, Mr. *(E)*

Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea:

KEP, Mr. *(E)*
KUTAL, Mr. *(T/W)*

Pays-Bas/Netherlands/Países Bajos:

HAK, Miss *(E)*

Philippines/Philippines/Filipinas:

TAN, Mr. *(E)*

Portugal:

VAN ZELLER, M. *(E)*

Royaume-Uni/United Kingdom/Reino Unido:

MACKIE, Miss *(E)*

Slovaquie/Slovakia/Eslovaquia:

SLUNCIK, Mr. *(E)*

Suède/Sweden/Suecia:

SELANDER, Mr. *(E)*

Suisse/Switzerland/Suiza:

DECOSTERD, M. *(E)*

République tchèque/Czech Republic/República Checa:

PRIOR, Mr. *(E)*

Uruguay:

VARELA TRAVERSO, Sr. *(E)*

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Twenty-first sitting

Wednesday, 16 June 1993, 3.15 p.m.

Presidents: Mr. Abdel Hak, Mr. Tabani and Mr. Badey

ADDRESS BY HIS EXCELLENCY MR. ION ILIESCU, PRESIDENT OF ROMANIA

Original Arabic: The PRESIDENT – President of Romania, allow me to welcome you to this session of the International Labour Conference. I welcome you, on behalf of the Officers of the Conference, and on behalf of the Secretary-General, Mr. Hansenne, who was unable to greet you personally because he is attending the Human Rights Conference in Vienna.

On my own behalf and on behalf of the delegates to the International Labour Conference, I welcome you as well as what your country, Romania, represents, the values of democracy and human rights.

Mr. President, you have a long history as a defender of liberty, as exemplified by your work, at an early age, in youth organizations, fighting for democracy, and your work in the areas of science and technology, evidence of your interest in the progress and advancement of Romania.

Your election in 1990 and your re-election in 1992 represent a mandate for you to work towards economic and political liberty – your longstanding objectives.

I know that all the delegations to this Conference are looking forward to your speech.

Original French: Mr. ILIESCU *(President of Romania)* – It is a special pleasure for me to address this important session of the International Labour Conference on the eve of next year's double anniversary, that is 75 years of the Organization's existence and 50 years since the Declaration of Philadelphia. Both bear witness to the impressive performance of the International Labour Organization. I am thinking especially about the more than 170 Conventions and Recommendations and the extensive networks of advisory services and technical cooperation services established within the framework of the ILO. It is remarkable how the Organization has involved itself in the economic and social development of the member countries, especially the developing countries and those in the process of transition.

As regards Romania, as experience has shown in the three-and-a-half years that have elapsed since the December 1989 revolution, the reform process has proved to be much more complex than we imagined and in any event more difficult than it first seemed. It has made us aware of the manifold dimensions of the transition and has often prompted us to undertake reappraisal.

Thus we have carried out the social dimension of reform, which has proved to have very special importance. Indeed, it may determine the very success of the transition towards a market economy in the countries of Central and Eastern Europe. Consequently, the fact that this year the International Labour Conference is dealing with a related theme, namely *Social insurance and social protection*, holds a special significance for us.

While going through the process of transition, Romania has managed to create the institutions and basic structures of a law-based State. By means of national referendum, we have adopted a modern Constitution which guarantees political pluralism, private property and fundamental human rights, including those of persons belonging to national minorities. Political freedom is guaranteed in Romania, as is borne out by the existence of many parties and the possibility of freely expressing one's opinions.

From the earliest months of 1990, free trade unions emerged in Romania. I was pleased recently to note a remark in one of the ILO publications – the *World Labour Report* – that the Romanian trade unions cooperate between themselves better than in other countries. Moreover, this is attested to by the recent amalgamation of several trade union federations in Romania. The newly created trade union confederation – the Fratia – that is Fraternity, the National Free Trade Union Confederation, is one of the largest trade union organizations in Central and Eastern Europe. Perhaps I should not mention this appreciation of the new confederation here when representatives of other trade union confederations are present.

The dialogue between trade unions, government and employers, has been well established. Tripartism is beginning to function, albeit with flaws and shortcomings. One result, for example, is that Romania was the first country of Central and Eastern Europe in which a collective agreement was finalized at the national level. With the support of the International Labour Organization and the World Bank, the National Council for Vocational Training is about to be set up. This will play a paramount role in the functioning of tripartism and, more generally, in improving the structures of labour organization.

These are just a few of our achievements and concerns which clearly indicate that even if we are only at the beginning our choice in favour of democracy and a market economy is irreversible and Romania's true objective is integration into modern Europe.

Social protection is inextricably linked to economic performance and to the political will of society to allocate part of its resources to the task of ensuring acceptable living conditions for the population.

Romania's economy, like those of other countries in Central and Eastern Europe, is in a state of recession. Industrial production has dropped to almost half that of 1989. Inflation, although it has not yet taken on the dimensions of hyper-inflation, has none the less reached a disturbing rate. We have a very large number of unemployed, representing 9.5 per cent of the country's active population.

The difficulties inherent in transition and economic restructuring are compounded by other difficulties stemming from external factors. In particular, traditional markets in neighbouring countries are disappearing or their capacity is decreasing and there are the consequences of the embargo on Iraq and Yugoslavia. Whole enterprises have had to be closed down, with serious economic and social consequences.

Hence the Government has had all the more reason to make social protection one of its priorities, especially by means of a flexible system of social insurance, including pensions and the reform of social assistance and protection of the population's income against inflation. At the same time, an attempt is being made to involve the whole of society in social protection activities: governmental and non-governmental organizations, social organizations, religious societies and charities, as well as individuals.

Through dialogue with the trade unions, measures have been agreed to minimize the adverse effects of price liberalization: the granting of compensation and wage indexing, the establishment of a guaranteed minimum wage throughout the economy, the extension of time-limits on unemployment benefit payments, as well as other measures.

An extremely important means of social protection is the retraining and upgrading of workers according to the current requirements of the economy, taking into account the manner in which individual themselves perceive the process of occupational achievements. In this, we think we can count on the experience, advice and support of the International Labour Organization.

The experience of transition has shown that the best means of social protection is increasing production and, in general, improving economic performance. In other words, the idea is to diversify the possibilities of effecting social protection. However well and fairly they are apportioned, modest public assets cannot satisfy the demands of a decent standard of living.

Following progress along the path of reform, we have every confidence that in the near future the signs of a halt of the decline and an upswing in industrial production will appear. Our hopes are linked to progress in privatization and to the new boost which we would like to impart to this process. These hopes are also linked to the adoption of legislation conducive to stimulating foreign investment and to diversifying the specific institutional framework of a market economy.

The process of structural change which Romania is undergoing today enhances the possibilities for cooperation between our country and the International Labour Organization, as well as the importance of this cooperation in our endeavours to modernize our economic and political structures as well as our structures for social protection.

In the new phase of relations between Romania and the International Labour Organization, our country has already ratified a large number of international labour Conventions. We have benefited from the advisory services and from technical assistance provided swiftly and professionally by experts from the International Labour Office. We are grateful for this to the Office, to its Governing Body, as well as to all those who in one way or another have made their own contribution to helping Romania.

I assure them that in its turn, the Organization can count on an active and constructive contribution from Romania in its activities and in bolstering its specific role at the heart of the international community.

Original Arabic: The PRESIDENT – Your speech before this "international parliament" is the best proof of the values which you represent and of the efforts deployed by you to rebuild Romania. I quite agree with you when you reaffirm the need to devote considerable attention to social protection and to social problems during this transitional period in order to lessen its adverse effects. This is what the Secretary-General of the Conference requested in his report on *Social insurance and social protection.* We quite agree with you when you say that it is necessary to institute dialogue with the social partners to make this transition a success. You are right in saying that it is necessary to have a State based on the rule of law because that is the best guarantee for human rights and political freedoms.

Last but not least, I wish you full success in your transition efforts.

(Mr. Tabani takes the Chair.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(cont.)*

Original French: Mr. NIMAGA (*Minister of the Public Service, Labour, Social Security and Vocational Training, Central African Republic*) – My country, the Central African Republic, has granted me the honour of representing it at the 80th Session of the International Labour Conference in Geneva in my capacity as Minister of the Public Service and Labour. In the name of my Government, and on behalf of the delegation which accompanies me and on my own behalf, I should like to add my voice to the distinguished speakers who preceded me at this distinguished assembly in congratulating the President on his election to chair the 80th Session of the International Labour Conference which is taking place in this magnificent Palace of the United Nations in Geneva.

You will understand that it is often difficult to speak before such eminent delegates, especially following the brilliant address we have just heard, but I will try to let the voice of the Central African Republic be heard here.

I also congratulate the Vice-Chairmen and the other officers who were also elected and constantly assist the President in his difficult task. I am convinced that his qualities as a statesman, his ability and vision, will contribute to the success of our work.

I should also like to take this opportunity on behalf of the Central African Republic to congratulate Mr. Michel Hansenne on his re-election as Director-General of the ILO. I am convinced that his new term will enable him to carry out the programmes which he has already initiated for the next biennium.

My Government welcomes the Director-General's choice of topic for this year, namely *Social insurance and social protection*. It is a subject surely whose importance and relevance will be clear to everyone.

It becomes clear from any analysis of this topic that no country can claim to have entirely solved all the complex problems related to social protection.

It goes without saying that the implications of this vary from one continent to the other, from one State to another, and entail different degrees of difficulty. For instance, over and above certain developments which we have observed, we must recognize that external and internal factors have combined to produce adverse effects, particularly in developing countries. Therefore, there is an urgent need to set up formulas to regulate social protection.

And yet we realize that, while social protection is a major concern to any State and the objective for the year 2000, of giving every individual access to proper health care, is a priority, economic resources are becoming scarcer and more difficult to obtain and the political environment is deteriorating from one day to the next.

I should like to remind you that the Central African Republic, like other countries in the region, has instituted a social security code and has set up the Central African Office for Social Security following its independence. This organization has ambitious objectives which it is trying to achieve as far as possible. Its major long-term concern is to expand the coverage to the rural and informal sectors. To that end, studies must be carried out in this field.

At present, the Central African Social Security Fund covers the following areas: family benefits; industrial accident and occupational disease benefits; invalidity and death benefits; maternity benefits; old-age benefits; and a pension system.

As for health care, I would like to mention that in the formal sector there is no problem because 80 per cent of illness-related costs are borne by enterprises themselves.

At the institutional level, the Government has just adopted a text recognizing public offices including the Central African Social Security Office. A new development is that from now on workers and employers will have an important role to play in the development, promotion and management of this fund and this is a good example of the tripartite partnership advocated by the ILO.

We have just established, at the initiative of that fund, an orthopaedic and artificial limb centre at regional level to assist people who have suffered amputations following occupational accidents.

New measures are also being discussed to extend the coverage of the Central African Social Security Fund to the majority of our population. However, given the crisis which our country is going through at present, we note with regret that those resources which should have given greater impetus to these activities are becoming increasingly scarce, thus preventing the process from advancing further. This situation affects the financial resources of the fund like a gangrene, and is the result of the policy of recession and restructuring and the social costs of structural adjustment, whose social effects were not taken into account at the outset.

We notice, for instance, a considerable decline in contributions and this results in many cases of economic redundancy affecting most companies. Such were the origins of the Central African Social Security Fund.

As for the ratification of ILO standards, the Central African Republic is aware that a number of instruments have not yet been ratified. However, the Government undertakes to introduce these instruments as soon as Parliament is convened following legislative elections.

At the same time, in a desire to improve the living and working conditions of our workers, the Labour Code of the Central African Republic, which was drafted following our independence, is being revised to adapt it to present-day realities.

This is why the Government of my country has high expectations that the technical assistance provided by the ILO will lead to progress in the work now under way. We also believe that a revision of the Labour Code will serve as a framework for new measures to improve the performance of the Central African Labour Administration.

My country welcomes the efforts made by the Organization in the various areas of its competence and urges it to move ahead in order to promote workers' interests in a spirit of dignity, unity, self-respect, and love one's neighbour and one's country.

These conditions appear to me to be crucial for better personal and national development in a country which yearns for real democracy, because there is no social dimension without politics, and no political dimension without a sense of identity and of aspiration in each nation in accordance with its own character and its own rhythm.

I should also mention the enormous difficulties which my Government is encountering now, many of which come within the ILO's frame of reference. This is why we appeal for assistance from the ILO particularly in the areas of training, specialist managerial staff in the fields of social security, occupational health and workers' education.

I would like to see the multi-disciplinary teams become operational as soon as possible to assist us in implementing measures now under way.

May I also express the hope that the reforms which the ILO had begun in the social field will increase the efficiency of its activities, to promote social protection which is balanced and accessible to all.

To sum up, the Central African Republic has begun a social protection process with the aim of protecting all the workers in the modern, informal and rural sectors. The Central African Republic hopes that one day we will be in a position to tell this august assembly that its social security system offers the benefits so long awaited by the workers. But I will not pretend that it is anything but a very arduous task.

I also must say that the cost of public administration is enormous. To be able to make the best possible use of our meagre national resources, my Government has begun a process of rationalization, the aim of which is to reduce costs and stimulate productivity and efficiency in the public sector. For instance, we have a programme of early voluntary retirement to help our civil servants convert to work in other sectors of the economy.

This programme goes hand in hand with another programme, the aim of which is to provide training and retraining for those who have applied to take early retirement and to prepare them to work in small and medium-sized enterprises.

Finally, I should like to mention here that the process of democratization which my country has begun requires considerable sacrifice, and help will be needed from all our friends, especially the ILO, if the true democracy needed for development in the Central African Republic is to become a reality. And here I reiterate the hope that the cooperation of the ILO in its areas of competence may be effective in the Central African Republic, because social protection can only exist where there is peace, consensus and dialogue.

Mrs. WILLIAMS *(Employers' delegate, Belize)* – It is a great honour for me to be afforded the privilege of addressing this august body on behalf of the employers of Belize, of myself and of the delegation from Belize. I would like to add my congratulations to those already expressed to the President and the Vice-Presidents on their election and whish them every success in their deliberations. Congratulations are also due to the Director-General of the International Labour Office on his re-election and his timely Report. The themes *Social insurance and social protection* and *The role of the ILO in technical cooperation* are most appropriate, considering the ever-changing economic conditions worldwide which have adversely affected many countries, particularly developing countries.

Before addressing myself to the Director-General's Report, permit me once again to express my sincere thanks and gratitude to the International Labour Organization, its Regional Office and also the Caribbean Labour Administration Centre for their continued assistance to Belize, particularly in the area of advice and training.

The Belize Social Security Scheme came into existence some 12 years ago following a request made to the International Labour Organization by the Government of Belize asking for assistance in establishing the scheme. In considering the recommendations that were made, our Government decided that the scheme should be founded on social insurance principles, with an underlying approach based on risk sharing. From its inception, the Social Security Act, Chapter 34 of the Laws of Belize, 1980, established a system of social security providing pecuniary payments in the event of maternity, injury, sickness, disablement and death. Survivors' benefits and funeral grants were provided to insured persons and a social security fund was established to provide for matters related to the smooth running of the scheme.

The Social Security Scheme was reviewed by an actuary in 1986 and 1990. As a result of this review it was recommended that benefits be increased. As of 24 July 1991, the following came into effect: sickness and maternity benefits increased from 60 per cent to 80 per cent of the weekly insurable earnings; sickness benefits were extended from a maximum of 78 days to 156 days; sickness benefits were made available to contributors from the age of 14 instead of 16; injury benefits increased from 60 per cent to 80 per cent of the weekly insurable earnings; workers with 50 contributions began to qualify for sickness benefit upon making contributions for five out of 13 weeks prior to illness instead of eight out of 13 weeks. Payment of travelling costs to and from places abroad for medical treatment due to an occupational injury was increased to $1,000.

New benefits were also provided as follows:

1. The funds provided for medical care to the Ministry of Health were substantially increased from $50,000 to $1,000,000 per annum.

2. There was an increase in grants as follows: maternity grant was raised from $50,00 to $100,00 per child; funeral grant was raised from $300,00 to $950,00; retirement, survivors and invalidity grants were raised from $100,00 to a minimum of $400,00; disablement grant from less than 20 per cent to less than 25 per cent disability; the minimum retirement pension was increased from $15,00 to 25,00 per week.

As can be seen from the above, the mission of the Belize Social Security Scheme, which is to protect against economic insecurity, continues.

I am pleased to inform this body that the following have been adopted and thus incorporated into our legislation, with full cooperation of the employers' organization of Belize:

1. Minimum wages are to be established for shop assistants and domestic helpers with effect from 1 March 1993: shop assistants, employed full time or part time, in any premises where liquor is sold and consumed are entitled to $2,25 per hour; shop assistants, employed, full time or part time, in establishments other than premises where liquor is sold and consumed are entitled to $1,75 per hour.

2. The minimum rates do not apply to bona fide students who may be employed outside of school hours or during school holidays in premises covered by the Shops Act.

3. Domestic helpers, employed full time or part-time in private households are entitled to $1,75 per hour and those employed full time or part time in boarding houses, guest houses, hotels, institutions and establishments are entitled to $2,25 per hour.

Before concluding, I am delighted to mention two very important events which took place at the regional level: the ILO Regional Adviser, Mr. James Williams, visited Belize and held informative discussions with the employers' organizations; and an employers' delegate attended the sixth ILO round table for Caribbean employers' organizations in Antigua in April.

These meetings focused for the most part on: a report on ILO activities for Caribbean employers since 1990; the role of Caribbean employers' organizations in small enterprise development and in productivity improvement; and future ILO projects for Caribbean employers and employers' organizations.

May I in closing wish this 80th Session of the International Labour Conference every success in its deliberations.

Mrs. OHRSVIK *(representative of the Nordic Council)* – As the representative of the Nordic Council, which is the parliamentary body of cooperation between the Parliaments and the Governments of Denmark, Finland, Iceland, Norway and Sweden, as well as the autonomous territories of Greenland and the Faroe and Aaland Islands, I wish to congratulate the Director-General on his excellent Report.

The Report demonstrates clearly that current international developments and the situation in member States have not diminished the role or the tasks of the ILO. The world economy as a whole still suffers from a slowdown. The upswing in the US economy appears not to be as strong as had been expected. The European Community faces serious difficulties in sustaining economic growth and generating sufficient employment in the region. The Central and Eastern European countries have encountered severe problems in making the transition from state controlled economies to market economies. The economic situation for so-called developing countries has even worsened. Most of them are trapped in a vicious cycle of stagnation, recession, inflation, unemployment and poverty.

We are very pleased to read about the work of the ILO that is aimed at improving the effectiveness of systems of social security and social protection. We agree that the first prerequisite for any development is the willingness of a community to contribute to the care of its members who are disadvantaged or need support. Social consensus needs to be fostered and reinforced by the normative policies of national constituents and by the international community, especially by the ILO with its emphasis on tripartism, human rights and social equity.

We highly value the initiative to encourage compliance by governments, employers and workers with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. However, these efforts should be better coordinated with the work of other international and regional organizations, such as the European Community.

We also have followed with interest the work to promote equality in employment. For us it is of particular interest to examine policy options, strategies and practical measures for the further promotion of equality. Therefore we look forward to what will come out of the International Forum on Equality for Women in Employment in a Changing World, which will be held under the auspices of the International Institute for Labour Studies in 1994.

We are very pleased to read about efforts to promote awareness in member States regarding the problem of child labour as well as the proposed measures to eliminate child labour and guarantee the protection of child workers. This should be followed up by more seminars, technical cooperation activities and mass media campaigns, such as the one that was launched in connection with the publication of the *World Labour Report* in 1992.

The Nordic Council consists of 87 members of the Nordic parliaments, elected by the parliaments in proportion to the strength of the party groups. The Council holds two sessions each year, in March and November.

There is a long tradition of Nordic cooperation in labour market policy. The cooperation started primarily in connection with the founding of the ILO. The Nordic countries felt the need to coordinate their labour market policy in connection with international cooperation and even more importantly to exchange experiences as regards their national policies.

A decisive development in the cooperation was the adoption of the Agreement on a Common Nordic Labour Market in 1954, most recently amended in 1982. According to this Agreement nationals of the Nordic countries may freely seek and take up employment in the other Nordic countries.

The Nordic countries have for a long time had close cooperation in the field of social policy. This resulted in 1955 in an agreement – the Social Security Convention – according to which nationals of one Nordic country staying in another Nordic country have, for all intents and purposes, the same social rights as the citizens of the respective country.

The current cooperation programme in the working environment field is based on the Nordic Working Environment Convention from 1989. The overriding goal of the Convention is to promote, on a Nordic basis, progress towards better working environments in all the Nordic countries. Recently, the Nordic Council recommended an extension of this Convention to include the right to skills and qualification training as well as workers' participation.

To some extent, the Nordic Social Security Convention will be replaced by the rules in the agreement on a European Economic Area between the EC and EFTA countries. The matters covered by the EEA agreement include rules and rights in the social security field for employees who move to another EEA country. Therefore, the existing Nordic Convention has been revised to reflect the new situation. The new Convention, which will come into force later this year, contains rules affecting Nordic nationals and citizens of non-EEA countries who are not covered by EEA rules, as well as rules to supplement those of the EEA agreement.

The basic principle of the EEA agreement is that the EFTA countries will apply the rules of the European Community concerning social security for people working in another country. The biggest change will affect pensions. The existing Nordic Convention provides that basic pensions should be paid by the country of residence, in accordance with the regulations of that country. Under the EC rules, which will supersede the Nordic Convention on this point, pensions are to be paid by all the countries in which the individual has worked, on the basis of salary and period of employment, irrespective of the person's country of residence upon retirement.

In November 1992 the Nordic Council adopted a recommendation concerning the Nordic model on the proposal of the Social Committee. According to this proposal, the Council recommends the Nordic Council of Ministers and the governments of Nordic countries seek to safeguard Nordic interests in the fields of the labour market and labour law, both in the framework of the EEA agreement and, where relevant, in the event individual Nordic countries become members of the EC.

The main theme of the session of the Nordic Council in March 1993 was unemployment and its consequences. Unemployment is rising rapidly in the Nordic countries. Attention was specially drawn to the growing numbers of young people out of work and to the serious consequences this is having for both young people themselves and society as a whole. The growth of racism was also one of the issues discussed at the session.

The Social Committee has called on the governments of the Nordic countries to be involved actively in strengthening the activities of the UN Economic Commission for Europe, especially in the social sector. The Committee considers it important to find all-European solutions to problems relating to social and health policies, the labour market, refugees and immigration, and development in Eastern and Central Europe.

In conclusion, I wish to express my gratitude for this opportunity both to present some Nordic views on a few of the items before the Conference and to give some information about the work in the Nordic Council. I wish the ILO continued success in its important work.

Original French: Mr. LOUA *(Minister of Administrative Reform, Public Service and Labour, Guinea)* – May I start by offering the President and Vice-Presidents my delegation's warm and sincere congratulations on their brilliant election. I am certain that under their wise and experienced guidance our session will be crowned with success.

May I also take this opportunity to congratulate the Director-General on his re-election for a new term of office, which should enable the ILO to implement more fully the major reforms in structure and in working methods and procedures that it has initiated for the greater benefit of its constituents.

I would also like to express the gratitude of my delegation to the Director-General and staff of the ILO for the preparation of comprehensive documents and reports containing a wealth of information that will certainly provide material for constructive debate.

My delegation has noted with great interest the key themes of the different documents especially those dealt with in the first part of the Report of the Director-General entitled *Social insurance and social protection.*

My country, the Republic of Guinea, has an interesting experience to report in this field. On the basis of a family allowances compensation fund set up in 1956, the Independent State of Guinea set up a national social security fund, the CNSS, in 1960 to be responsible for providing workers in the modern sectors with benefits under a general social insurance scheme covering family allowances, industrial accidents and occupational illnesses, disability and old age. Employers' contributions constituted the only regular financial resources of the CNSS, which was administered by the State. For a number of reasons and because of the economic situation, the State soon integrated the revenue of the CNSS in the general public accounts, allocating to the institution specific sums from the budget to cover its various technical and operating expenses. This practice, which lasted throughout the period of state management of the economy, that is from 1963 to 1984, entrusted to the CNSS the role of a financial service responsible for the management of a minimum social insurance scheme throughout the country and for implementation of the international Conventions of the ILO that had been ratified by the Government.

At the end of this period, in 1985, the CNSS was declared a public administrative and social body with civil States and financial autonomy. Its management was entrusted to a tripartite board of directors on which the State, employers and workers were equally represented.

This initiative by the Government of the Second Republic laid the basis for a far-reaching reform of structures, of working methods and procedures and of the basic rules governing the system. Thanks to wide-ranging assistance from the United Nations system in general and the ILO and the UNDP in particular, encouraging results were achieved in staff training and the rigorous management of resources. This led to the formulation of ambitious projects for a more substantial contribution to the improvement of working and living conditions, maternity protection and protection of the health of workers and their families. In addition, ways and means of extending the present general social security scheme to other categories of workers and to the many victims of structural adjustment measures were studied. These projects show that my country will certainly continue to request the ILO's valuable technical cooperation in order to improve the policies and functioning of the social protection scheme, which is designed to serve as an effective tool for economic progress and social justice.

My delegation therefore welcomes the debate on technical cooperation set in motion by the ILO. It already endorses the conclusions of that debate. My delegation further hopes that technical cooperation will be provided on the basis of our countries' development needs and priorities and that it takes into account the need to use and develop national capabilities and resources in such a way as to further self-sufficiency and sustainable development. In this context, the adoption by the ILO of a policy of active partnership and the creation of multidisciplinary teams in the field constitute a constructive approach which can count on my country's approval and support.

With regard to the technical items on the agenda of our session, my delegation shares the concern to prepare legal and practical instruments for the prevention of major industrial accidents, which have unfortunately already claimed numerous victims and seriously damaged the environment in different parts of the world. The lives of men and women and the natural environment deserve to be protected from such hazards.

As for part-time employment, which is a little-known phenomenon in the developing countries, the experience of the industrialized countries shows that it may be a way of providing employment for a large workforce. During these times of acute economic crises and persistent unemployment, it is certainly an interesting proposition for the various parties concerned. In our opinion, however, its legal framework needs to be defined so as to protect the interests of all the parties and avoid discrimination and possible social injustice.

Having concluded this rapid overview, I should just like to say that we firmly believe that our Organization can look forward to a bright future, particularly in terms of its standard-setting activities and technical cooperation. It is to be hoped that on the eve of its 75th anniversary, our Organization will succeed in further mobilizing its richest constituents, as well as other international organizations and NGOs, so that they continue to provide effective assistance to the developing countries with a view to initiating and sustaining economic growth, which is a prerequisite for any genuine progress towards the attainment of basic human rights and the eradication of poverty. Hence the initial need for solidarity between States in order to establish and extend social protection and translate into practice the ideals set forth in the Preamble to the ILO's Constitution and in the Declaration of Philadelphia.

(*Mr. Badey takes the Chair.*)

Original Portuguese: Mr. TIAGO GOMES *(Employers' delegate, Angola)* – May I ask the President to accept my heartfelt congratulations on his election to the highest office of the International Labour Conference and my sincere wishes for his full success in discharging his mission.

His undertaking promises to be a complex one, because tasks have accumulated and decisions have been deferred which, if carried out and taken at the proper time, would have long ago led to a change in the action of this international institution in the social sphere and enabled it to be active and adapted to the economic, social and political changes which have occurred in the world over the last decade. The establishment of a new social and economic world order remains an objective for the developing countries.

In Angola, after a short-lived period of peace, the guns have once again plunged the country into an unprecedented and all-embracing crisis, virtually wiping out the hopes of a people whose stamina and resolve are dwindling by the day. Its very survival is now at stake. Today, the most important goal is to resolve the national questions and the ILO must not be indifferent to either the destiny or the sufferings of an entire people.

I appeal to this international organization of which Angola is a Member to redouble its efforts, and we give our pledge in this respect, for the establishment of genuine and lasting peace, humanitarian assistance and the harmonious development of the country. Since war is a threat to international peace, let us not waste time in seeking to identify the culprits in this calamity. There is no point in ascribing responsibility; we need to resolve the question of war and guarantee peace and tranquillity for our population.

A year ago, I was very optimistic when I spoke from this podium. Angola was enjoying peace. Now, notwithstanding the profound change in the circumstances which have led this country once again to a fratricidal war, the ILO must extend immediate, meaningful, balanced and sustained support to Angola and provide materials, equipment and practicable sustainable programmes to strengthen the potential of our embryonic movement of National Employers' Associations, in the social and economic fields, and help satisfy our permanent vocational training requirements. We must provide new jobs for demobilized soldiers and war refugees and social and occupational rehabilitation for war invalids and other handicapped citizens and improve business management in the country.

The spectre of war is the immediate cause of the decline in moral values and the slump in output in various sectors of economic activity. But this should not be a pretext for justifying the abuse of power, and for hampering the initiatives of citizens, stripping them of their dignity and violating their basic rights.

Here I would like to reaffirm the concerns expressed last year by emphasizing the need to establish a new and fairer world social and economic order which is conducive to the harmonious development of countries, and to call for the strengthening of south-south cooperation and the establishment of Portuguese as an official language of the ILO. There is no need to repeat the arguments in favour of these goals, the partial or full attainment of which to a large extent will depend upon your pragmatism.

It is also important to stress the need to extend and build upon the study of the effectiveness, *urbi et orbi* of standard-setting texts established by the ILO. It is not just a question of querying the interpretation of such texts, but reflecting on their effectiveness and applicability within the various legal frameworks of the Members of the Organization, which enjoy varying levels of social and economic development and different standards of living. What is at stake is the fulfilment of the ILO's main objective, the establishment of social justice throughout the world. A collective logic should not overshadow the logic of the Organization.

It is essential to draw a distinction between international labour Conventions of a social nature and basic human rights. The ILO must insist that member States ratify Conventions concerning freedom of association, tripartism, individual initiative, minimum age for work, the elimination of forced labour and non-discrimination. These are the fundamental corollaries of the ILO's *raison d'être* and of the social justice which it proclaims.

I would like to join others in hailing the re-election of Mr. Michel Hansenne for a new term as Director-General of the ILO. His pragmatic work in his previous term of office has further enhanced our admiration and the confidence we have in his stewardship of the ILO. His election betokens a resolve to take up challenges through unswerving continuity and I hope that the future work of the Director-General will also be guided by a spirit of renewal, of transforming the status quo and adapting the functions and objectives of the ILO to the social, political and economic changes which we are witnessing in the world today.

To conclude, I would like to express here the need for Angola to be classed amongst the countries which make up the southern region of Africa. Indeed, Angola lies in the southern part of the African continent, its official language is Portuguese, and it has linguistic, cultural and economic affinities with clearly identified countries in that region. It is unacceptable and illogical, as well as very costly, for us to be included amongst the French-speaking countries of Central Africa, within the structural organization of the ILO. Such a policy pays scant regard to the individuality of Angola.

Original Spanish: Mr. JIMENEZ AGUILAR *(Employers' adviser, Spain)* – First of all, I would like to congratulate the President and the Vice-Presidents for their election and the excellent way in which they have been carrying out their responsibilities.

I would also like to congratulate the Director-General for his recent re-election as head of the International Labour Office, with a key mandate for the future of our Organization.

As you know, our group, through the International Organization of Employers, has recently proposed to the governments and to the workers to undertake a serious debate to help the ILO to face the challenges of the contemporary world and once again to assume its rightful place in the United Nations system, as the pre-eminent agency in the social field.

The deep crisis of the centralized economies is giving way to a growing recognition of the role that private initiative and private enterprise play in the economic and social field.

Along these lines the ILO should promote the establishment of an atmosphere of freedom and flexibility which will favour private initiative, a market economy based upon the autonomy of the parties and decisive policy of human resources development.

This new orientation and this new message, which other United Nations agencies have already adopted, should characterize the standard-setting and technical cooperation activities of the ILO, as it pursues the fundamental objective of productive employment – the basis of social justice.

The Director-General was very wise in devoting his Report to social security, a fundamental element of social policy; it constitutes an essential factor in the social progress of nations, and its development depends on viability and stability.

Therefore, social security schemes must be based upon realistic criteria suited to the economic situation of each country.

We must not lose sight of the fact that, although social security is an agent of progress, its financing is based mainly upon the contributions of the employers and workers, and thus has a direct bearing on labour costs, and an indirect impact on employment.

Consequently, we must closely and carefully monitor the criteria for increases in social protection expenditure, for if they are not consistent with the real economic possibilities of each country, they may have the perverse effect of penalizing employment and prove economically unviable.

The Spanish experience with social protection has been followed with great interest by the employers' organizations, especially since social protection expenditures in the last ten years have increased, on average, by 5 per cent of GDP, while the GDP itself over the same period has increased on average by only 2.6 per cent.

Therefore, the additional tax burden for employers and workers to maintain the level of social protection has been quite heavy, amounting at the end of the 1980s to a contribution of 13.95 per cent of the GNP.

This expansive policy is the result of demographic factors, of wage increases, of the increase in the number of beneficiaries, and of the universality of health care and social services, which are still financed primarily by contributions, and to a lesser extent by general tax revenue.

As recognized by the Report of the Director-General, and as in other countries, the increase in social costs up to the year 1990 could be covered thanks to the economic growth of the last five years of the 1980s – that is the period 1985-90 – the ensuing job creation and some of the measures taken in order to rationalize the management and financing of the social security systems.

During the last few years, however, the situation has radically changed. In our country there has been a sharp drop in the active population, along with a serious loss of employment; the rate of unemployment now stands at between 17 and 20 per cent.

Also, wage and non-wage labour costs are rising faster than the average of our neighbouring countries, thus making Spanish enterprises less competitive.

Some of the measures for the collection of social security contributions have contributed to this increase in labour costs, and have tended to maintain fairly substantial percentage differences between our social security financing and that of other countries with whom we compete in the European single market.

In spite of this, the Spanish Government maintains its policy of increasing social expenditure at rates exceeding economic growth forecasts because of agreements with trade unions which call for a re-evaluation of pensions and other benefits which, moreover, alter the necessary balance between social protection expenditures and the contributions of each individual.

Thus, the capacity to generate private savings is replaced by a collective system of social protection based on the principle of solidarity between generations, to the dissatisfaction of all, including the workers, since it is unlikely that future pensions will have a purchasing power equivalent to the present contributions.

As stated in the Director-General's Report, the employers' organizations feel that perhaps this system has a disincentive effect on labour as a consequence of substituting a homogenous and compulsory system for individual initiative.

The Spanish model, which is enshrined in the Constitution, consists of three levels: basic, occupational and complementary (free and individual). Unfortunately, the third level is underdeveloped and has not lived up to the original expectations owing to many restrictions, fiscal limitations and administrative intervention. If we wish to guarantee a stable future for the social security system in our country, changes are needed, particularly as regards the management of the system, which needs to be strengthened through cooperation with private enterprise.

It is not sufficient to require enterprises to make up shortfalls in some benefits, as recently has been the case of the sickness benefit. Enterprises should be able to cooperate in the management of cash benefits, to ensure that the present lack of control and coordination by the public authorities does not lead to fraud or to greater economic costs and budgetary deficits which seriously harm the interests of employers and workers.

In the future we will have to ensure that what is socially desirable is consistent with what is economically possible by adapting needs to means, without undertaking agreements that cannot be fulfilled. We must establish priorities and maintain the principle of responsibility shared by all individuals in society.

The Spanish employers' organizations have always been open to social dialogue, which we view as the best formula for solving the problems before us.

From this rostrum I would like to make a new offer of cooperation along these lines, trusting that, through the joint efforts of the social partners, we will find the way to maintain balanced and viable social progress.

Original French: Mr. DOSSOU *(Workers' delegate, Benin)* – I take this opportunity, on behalf of the workers of Benin, to present our congratulations to the President on his election and to the Director-General on his re-election. We are convinced that the ILO will continue to work towards the improvement of workers' conditions of life and of industrial relations.

The theme of the present session of the International Labour Conference is timely, given the social and economic dilemma faced by countries such as mine. The depth of the analysis and the pertinent comments made in the Report of the Director-General go to the very heart of the debate on social security. It is in fact a question of either assuring or extending workers' social security coverage at a time when economic prospects are sombre.

In the case of my country, however, I must stress the degree of flippancy, of cynicism, on the part of those who have designated unsuitable staff to head the social security institutions or who have been guilty themselves of misappropriating the funds of these institutions.

Indeed, while the Benin Office of Social Security (OBSS) has a deficit of close to CFA3 billion francs, the State owes it more than CFA12 billion francs because of non-payment of contributions (owed by State societies) or for money which has been taken from the funds or for assets frozen in bankrupt companies.

The workers are the ones who bear the costs of this bad management since their old-age pensions are paid late or the State has difficulty in paying the full benefits. At present the situation is a matter of serious concern despite certain efforts to improve it. It affects particularly the workers laid off under the structural adjustment programmes, who received compensation payments adding up to a total of CFA 2.5 billion francs, on average, and which melted like karifé butter in the sun, since when the workers have received no benefits at all.

Trade union efforts have made it possible to attenuate ill effects and now those concerned are not paid back the whole of their contributions so that their only assured benefit is an old-age pension.

On the other hand, the measures recommended in structural adjustment programmes continue to be a long-term concern for my Government. For those still active, retirement is now at age 55 or after 30 years of service, at a time when recruitment in the public services has been suspended or, in the private sector, slowed down owing to economic stagnation. For instance, when it comes to social security structures, the situation is becoming more and more serious since we are burning the candle at both ends.

Additional insurance systems which are now being proposed to the workers are not very likely to be effective since the latter's income is so low. Selling the workers castles in the air will only aggravate their situation because these insurance companies do not have the necessary experience.

Given the gravity of the social situation in Benin and the wide scale of solutions called for, the coalition of workers and employers was able to reject, under tripartite agreement, the formula of "ceilings" (in fact limitations) for pensions proposed by the Benin Social Security Office.

We seek help from the ILO and the UNDP to reduce the cynicism or the lack of humanitarian consideration of the Bretton Woods institutions, which lose sight of one of the main principles of the United Nations, that is the guarantee of peace in the world by improving social conditions.

Serious threats are also affecting social security systems for workers following the abolition of price controls and of subventions on the most essential products, and monetary devaluation, all consequent upon the setting up of structural adjustment programmes.

Despite the seriousness of the situation, it cannot be compared to that which millions of workers in Azania are going through. They are deprived of the minimum social protection and, more important, of liberty. The entire international community must continue its efforts so that all Azanian workers have the same rights as workers elsewhere.

My hopes also extend to all the workers whose lives are being shattered because of wars throughout the world.

The United Nations and its specialized agencies can reverse the present trends in social security by improving the price of agricultural products, by helping to restitute to the countries concerned the colossal amounts of money which have been stolen from them and deposited safely in the financial institutions of developed countries.

Such economic and financial measures would assure a solid basis for strengthening and expanding social security systems, particularly in the informal sector. It would be a real safety valve at a time of economic and employment crisis.

More specifically, in Benin the ILO and the UNDP could help us to strengthen the abilities of trade unions to respond to the challenge they are facing. One way would be to help them to restructure our social security institutions so that they can face a better future. They could also be helped through the technical training of trade union leaders to make them more capable of carrying out their tasks within the tripartite framework.

Original Spanish: Mr. ZAVALA COSTA *(Employers' delegate, Peru)* – It is an honour and with pride, as Employers' delegate of Peru, to address all the representatives of the member States at this 80th Session of the International Labour Conference. I am happy to congratulate the President and Vice-Presidents on their elections, and the Director-General of the ILO on his unanimous re-election for a further period of office. I also wish to extend my greetings to the new member States who have joined us.

The Report of the Director-General this year touches upon a very important subject for my country: *Social insurance and social protection*. This is of special significance to us because a good social security system guarantees for the workers the peace and quiet they deserve upon retirement and a decent income for their retirement. As for their health, the existence of an effective system of benefits brings significant savings and above all the guarantee that in the event of illness or accident, costly treatment can be covered without affecting the family economy. Social protection, therefore, fulfils a role which is essential and its access is a basic human right.

Unfortunately, my country has not been characterized by the efficiency and justice of benefits, particularly in the field of retirement where pensions are tiny and almost an affront to human dignity. Health care, on the other hand, has maintained an acceptable level with a good service being provided mainly because of the professional staff working in the hospitals of the Peruvian Institute of Social Security. The main problem has been the lack of premises and resources to be able to attend a greater number of insured persons. Thus our analysis here will concentrate on the subject of retirement pensions.

In this field, we are consolidating in my country a most revolutionary structural reform which the Confederation of Private Employers' Enterprises, which I represent, supports. I refer to the private pension funds which permit private capital and initiative to participate in social security, thus eliminating the State monopoly which has existed to date in this area. The law makes provision for the establishment of the so-called pension fund administrations, which are limited companies which have the sole purpose of administering pension funds and granting and administering old-age disability and survivors' pensions and other benefits established by the private scheme.

The main difference between this new private system and the State social security system is that the private scheme is based upon a system of individual capitalization in which the contributions of each worker are paid into a private account, which increases month by month, with the investment made by the pension fund producing interest. In other words, the worker contributes to his own future and for that of the members of his family, whom he elects as beneficiaries, in the event of premature death. He can also increase the level of his funds by voluntary contributions over and above the compulsory contribution of 10 per cent. Thus, a worker can guarantee that his income, when he stops working, will be comparable to or even higher than that earned during his active life. The administration must invest the funds at the highest possible interest level. The assets of the fund are independent and different from the pensions fund which it administers.

The State is not excluded however. The State scheme will continue to operate because the private system is not compulsory. Workers who so wish may remain affiliated to the Peruvian Social Security Institute.

In addition, a body has been established to supervise the pension fund administration, to ensure that they invest correctly and achieve a minimum level of returns based on the average achieved by all the bodies participating in the system. Thus no insured person will be prejudiced by the errors committed by the pension fund administrations.

The advantage of the system lies in the free competition which it provides. As we said before, social security used to be a monopoly in which contributions were compulsory. Since there was no other alternative, there was no incentive to improve benefits. Today the situation is different. There are already several such authorized administrations which compete with one another in offering what each considers the best alternatives. When the race starts, they will strive to ensure the best possible investments and returns. The winners will be the insured persons since they will be sure of a decent pension at the end of their careers. For the enterprises and the country, this system has an additional advantage. Economic analysts agree that these pension fund investments will make it possible to channel resources in the medium and long term towards productive activity which will help to restore national economic activity.

Finally, I would like to speak about another major change in my country at present. We are debating the total reform of our Political Constitution. The Constitution Commission of the Constituent Assembly has prepared a preliminary draft bill, which will be debated in the coming days, and my Confederation is convinced that it is necessary to amend the Constitution, since the text currently in force contains a number of provisions which are not appropriate to the development of the country, and which include some which generate false hopes among the people which are impossible to achieve, as well as others which are detrimental to the market economy and free initiative and which discourage the investment which the country needs. The structure of the State needs to be modified to guarantee the continuity of the democratic system and thus the establishment of the necessary legal security for investors.

We therefore believe that the main characteristics of the new Constitution should be the following: the text approved in 1979 needs to be substantially reformed to create the social conditions which will enable the members of the national community to achieve the greatest level of material and spiritual welfare; it should enshrine the basic principles of relations between society and the State, with the regulatory aspects being left to legislation. It should therefore be a reduced text, so as to make it easy to understand and disseminate and in the final analysis it should grant a paramount role to private initiative in the development of the country and consolidate the promotional role of the State, with a view to increasing the standard of living of our people, stimulating productivity and enhancing the international competitivity of our products.

As regards social security, we believe that the State should guarantee that each insured person has the right of access to whatever social system he favours, whether public, private or mixed. The concept of free choice must be introduced in the field of health and pension benefits. In the labour field, the text of the draft bill is consonant with the common and modern demand for flexibility in labour relations.

Most people have now understood that there is no point in establishing laws which may wax lyrical about protection but which in practice are not applied when there are no jobs and when enterprises are unable to bear the excessive burdens placed on them by a poorly understood concept of protection. All that this so-called protection of workers achieved over the last two decades was to swell the ranks of the unemployed and the underemployed, the result of which was the burgeoning of the informal sector which in my country accounts for more than half the man hours worked.

To halt this trend is indeed a challenge. My Confederation believes that labour regulations should contain clear, flexible and stable standards which establish the bases for an on-going policy to promote access to productive employment, improve the real incomes of workers and reduce the scope of informal work.

The Constitution must enshrine certain fundamental principles and leave their application to legislation. These rights, in a reality which is as changing as that of the world of labour, need to be adapted constantly to the current economic and social climate rather than – as has lamentably been the case to date – put a brake on development.

In conclusion, my country is currently going through a period of transformation which the employers will confront in a decisive spirit, providing initiative and confidence so that we can emerge from the crisis and underdevelopment. We need new attitudes and new action, consonant with the new social, economic and political order. In this rush of change in a changing world, as the Chairman of the Governing Body said in opening this session, the ILO, which will next year be celebrating its 75th anniversary, and whose fundamental mandate is set forth in the Preamble of its Constitution and reiterated in the Declaration of Philadelphia, must strive its utmost to find new and adequate responses to the problems confronting the world of work so that we can preserve universal and lasting peace through the effective promotion of social justice.

Mr. GATTEGNO *(Employers' adviser and substitute delegate, Israel)* – It gives me pleasure to join the other speakers in congratulating the President on his election. My congratulations also go to the Vice-Presidents.

In Israel, labour relations between the employers' and the workers' organizations are based on a system of collective agreements signed by both parties. This system goes back many years. The collective agreements and labour laws determine working conditions such as salary, vacation pay, pension, cost of living adjustments, working arrangements, and the way in which negotiations are conducted, etc. The decent relations and good system of communication between the employers' and workers' organizations (the Histadrut) have through the years created concepts and rules for conducting negotiations while maintaining industrial peace. Indeed, during the last few years, the private sector has not suffered many strikes and very few labour disputes, despite the state of our economy and the occasional necessity, deriving from the financial difficulties of companies, to dismiss workers. The economic state of Israel and of the rest of the world has resulted in a large increase in unemployment rates, and it is highly important that all government bodies, employers and employees work vigorously to reduce unemployment. This must be the main goal of their activities in the near future.

One of the major events that occurred in recent years is the immigration of hundreds of thousands of Soviet Jews to Israel. Absorbing these immigrants can contribute significantly to the advancement and stability of Israel in every respect. All the same, one of the most difficult problems is to find employment for these immigrants. Vast efforts are being made by all government bodies, the employers' organizations and the Histadrut to create vacancies for them as well as for veteran Israelis. For that purpose, large financial investments are required, and the employers' organizations have submitted projects to the encourage Israeli and foreign investors to invest in Israel by setting up new enterprises in which immigrants and Israelis will be employed. We are hopeful that new enterprises will be established and will bring about an improvement in the economy of Israel and a decrease in the rate of unemployment.

The pension schemes, and the social security system as a whole, face a critical crisis in many countries and are a central issue of discussion between the social partners. This requires a complex response of great wisdom. All parties should recognize the depth and severity of the problems, and they must share the burden of finding the financial and structural solutions deriving from their mutual responsibilities on that basic issue.

Concerning the issues on the agenda of this Conference, I would like to point out that on the issue of safety at work and the prevention of working accidents, all public bodies in Israel – the Government, the employers' and workers' organizations – are aware of the fact that everything should be done to prevent and minimize the incidence of accidents. We have very wide-ranging legislation which includes a set of rules specifying the measures which must be taken by both employer and employee in order to maintain the safety of the worker at work. These regulations often subject the employer to large expenses and make production processes costly. However, everyone involved understands that this is a price that must be paid and that the value of human life transcends any other consideration.

In regard to the issue of "part-time work", I would like to point out that in Israel, workers are usually employed on a full-time basis. Production and work processes in industrial plants are set and arranged for the hiring of workers on a full-time basis. Employees who for various reasons work part time are usually employed in small businesses. We are not of the opinion that this issue should be settled through legislation. We believe it should be left to negotiation between the employer and the employee alone, without any outside interference.

To sum up, I would like to point out the important role of the ILO in promoting labour relations while involving the government, employers and employees. This Organization will reserve and maintain its status only if it keeps up with the dramatic changes that are occurring throughout the world.

The ILO also plays an important and central part in the field of guidance and technical cooperation, mainly in developing countries and in countries where such free organizations of employers and employees do not always exist. The Office can provide these essential activities more effectively if it listens carefully and with an open ear to the real needs of these countries.

Original French: Mr. KISWE MAYA *(Minister of Labour, Manpower and Social Welfare, Zaire)* – In taking the floor before this assembly, I would like first of all, on behalf of the Government of the Republic of Zaire, of my delegation and myself to join with the previous speakers to present to the President of the Conference and to the Vice-Presidents our warm congratulations on their election at the 80th Session of the International Labour Conference.

My warm congratulations also go to the Director-General not only on his re-election but also on his excellent Report on the activities of the ILO, and on his readiness to help the world of work.

All the intellectual, moral and professional qualities they possess and their rich experience in the world of labour assure us that this session of the Conference will be successful in attaining its objectives.

The excellent Report of the Director-General of the ILO, which is the basis for our discussion, deals in Part 1, *Social insurance and social protection*, with a topic which has all our attention and looks at the role to be played by the ILO in helping to make these schemes more efficient and effective.

However, social security has broader objectives than the prevention or alleviation of poverty. It is the response to an aspiration to security in the broadest sense of the word. Its basic objective is to guarantee to individuals and their families that their standard of living and quality of life will not be jeopardized by any social or economic development.

Certainly, most social security schemes throughout the world, particularly in countries going through structural adjustment are facing many problems, particularly poor operation, an inability to collect dues, the non-payment of social benefits and exhausted reserves.

This is why we feel that the ILO should give these member States advice and technical assistance particularly geared to the need to provide a healthy and equitable financial basis for these schemes.

In Zaire, we have established a social security scheme which covers three areas: pensions; occupational hazards; and family benefits. The national Social Security Institute now manages the scheme and will have a tripartite and rotating form of management.

Taking account of economic and social considerations, the Government of my country decided some ten years ago to reflect not only on the state of the benefits, protection and social security system but also on the future of social security and social services in Zaire.

We note that the implementation of such a reform requires considerable financial, material and human resources which my Government alone cannot provide. This is why Zaire is appealing for international cooperation and hoping for support in the form of technical cooperation programmes from the ILO.

The Report of the Director-General also mentions the achievements attained or in the process of being attained in various areas of the world. The delegation of Zaire is satisfied to note that as in the past, more than half of the technical cooperation expenditure of our Organization is being given to developing countries, particularly those in Africa.

Nevertheless, changes in the social and economic situation mean that the ILO should improve even further the content of its programmes and improve the use made of its means of action to be able to meet the many challenges now facing it.

In Zaire, as in many other developing countries, a persistent economic crisis has hit the country hard.

In a determined effort to stop economic stagnation and to end the crisis, the Government has just concluded the 27th session of the National Labour Council organized with the participation of partners such as the ILO and UNESCO within the framework of the World Decade for Cultural Development, in the course of which important protective measures were taken in consultation with the social partners. These measures deal particularly with job security, which is poor at the moment, encouraging the creation of new jobs, improving the social climate in enterprises and improving the purchasing power of our workers.

The National Labour Council has also decided to create a national fund for health and maternity insurance, and extend the system of social security to the liberal professions, in the context of updating our Labour Code and our Social Security Code.

The process of social democratization had as its corollary in my country the creation of trade unions, usually by persons without the necessary training in that field. Hence, the need to organize training seminars for leaders of occupational organizations.

The same is true for the training and retraining of labour inspectors and various persons involved in job creation, for the benefit of whom we have begun restructuring at the government level and we welcome cooperation from the ILO.

With regard to the prevention of major industrial accidents Zaire believes that we need to adopt the Convention and Recommendation proposed by the International Labour Office to reduce the risks and the effects of major accidents.

As for part-time work, we believe that this new form of employment offers the possibility of preserving old jobs and creating new ones at a time when the employment crisis is a serious threat to future social and political stability as well as the prospects for the development of our countries.

Our assembly should reflect on these questions so as to explore the possibility of improving the efficiency of part-time work and at the same time avoiding the risk of reducing full-time employment.

As for the role of the ILO in technical cooperation, the Zairian delegation believes that in a changing world, the ILO and the principles it embodies should remain a guiding light for those responsible, in our member States, for social policy.

Our Organization should take better account of the diversity of situations and needs in our respective countries and of the services required of it.

We encourage the policy of active partnership advocated by the ILO in order to bring the Organization and its member States closer together and reinforce its presence in the field.

We feel that the movement towards democratization, which is currently taking place in Africa, justifies more than ever the priority given to the promotion of tripartism within the ILO's technical cooperation programmes.

As for the application of the Declaration concerning Action against Apartheid in South Africa and Namibia, Zaire is convinced that continuing the negotiations under way and the support of the international community will make it possible to eradicate this odious system so that in the future the way can be cleared for a prosperous multi-racial society.

In conclusion, I should like to reaffirm the hope my country has in the positive outcome of this session and our firm belief in the ideals and principles of our Organization.

Original French: Mr. HOSSU *(Workers' delegate, Romania)* – On behalf of the workers of Romania, may I transmit most heartfelt congratulations to the President of this session of the International Labour Conference on his election, as well as to the Director-General of the International Labour Office on his re-election. I would like to take this opportunity to thank, as well, all those who, present or absent today and represented or not represented in this august assembly, are struggling for the ideal of social equity which is the very basis of the Constitution of the International Labour Organization, struggling for this ideal to become a reality in the world in which we live.

The theme chosen by the Director-General reminds us that poverty, wherever it exists, is a danger to the prosperity of all and that war on want should be waged with unstinting energy within each nation and through continued and concerted international endeavour, recalling two of the fundamental principles of the International Labour Organization expressed in the Declaration of Philadelphia almost 50 years ago. And if the theme has the merit of recalling these principles, the content of the Report draws our attention to the fact that, notwithstanding the efforts made in this direction, most of the world's population lives without any system of social security or else with a system which is inadequate or insufficient. As always, the conclusions of the Director-General contain valuable suggestions for the future activities of the Organization.

Unfortunately, Romania is not at present among those countries in which the social security systems cover a large number of contingencies satisfactorily. The standard of living of Romania's population has dropped to a worrying level and workers now have the feeling that there is no solution able to pull the country out of its present economic crisis.

Undoubtedly, immediately after December 1989 many changes took place in Romania and Romanians today theoretically enjoy many basic human rights. Among these, the right to social protection has in recent years been the subject of several regulations of a legislative or conventional nature, and, if we confined ourselves to appraising the quality of the social security system in terms only of the sum of theoretical principles at its base then we would be compelled to acknowledge that, from this point of view, our country is a positive, albeit a still imperfect and incomplete, example. Unfortunately, although these principles may nourish our spirit, they are no longer capable today of winning our trust as far as implementation is concerned. Theoretically, the present social security system in Romania covers all the contingencies mentioned in the Director-General's Report: pensions, unemployment benefit, compensation for industrial accidents and occupational diseases, health care, and family allowances. But in practice the sums allocated for this goal are absurd, since the minimum wage can neither guarantee Romanian workers a decent standard of living nor in the best possible scenario do more than reach subsistence level.

In his speech, the Romanian Minister of Labour declared that legal measures had been taken for the free negotiation of salaries between employees and workers' representatives. It is very true that the national legislation proclaims freedom of negotiation but national legislation, and especially the law on wages, is always constrained by a provision which allows the Government to adopt measures to moderate wage growth for limited but undetermined periods; 1993 is already the third year in which the Government, availing itself of this legal provision, has been limiting the possibilities of free growth in wages while prices are given free reign.

We are, however, aware of the fact that structural economic reform cannot be carried out without sacrifices and we have agreed to these sacrifices. Since 1991 we have accepted a drop in the purchasing power of wages to a certain limit so that, on the one hand, profitable enterprises can be strengthened and their economic potential consolidated and, on the other hand, the Government can take the necessary measures to restructure unprofitable enterprises and create new jobs. But we note that our realistic attitude is viewed as evidence of the weakness of the trade union movement in a situation where we are still waiting for the privatization process, now at the embryonic stage, and when unprofitable enterprises continue to survive at the expense of the profitable ones, and bad or even unfair management practices in enterprises leading to the wholesale dismissal of workers are tolerated. At present, the standard of living of the population is dropping at a worrying rate, and the Government seems increasingly inclined to resort to authoritarian measures. On several occasions, following an agreement with trade union organizations, the Government has revised downwards the results of the bargaining process, using new regulations to implement agreements. This is what happened with the recent negotiations, concluded in May, mentioned by the government representative who stated that following these negotiations agreement had been reached on a minimum wage.

Notwithstanding this agreement, there are as yet no regulations in Romania guaranteeing a minimum wage for workers. In conditions where there are no safeguards for the payment of a minimum wage, it is difficult to discuss genuine social protection for disadvantaged categories of the population. One of the basic demands underlying the collective conflict started this year by the confederations constituting the National Consultative Council of Romanian trade unions, therefore concerned the minimum wage. As the existing social security system is regulated almost exclusively by statutory instruments, the agreements concluded by direct negotiations between the employers' and workers' organizations have proved to be practically inapplicable because of fiscal measures subsequently imposed by the rapid expedient of regulations. It seems almost impossible to change the system because, although in theory trade union organizations are entitled to establish their programme and means of action themselves, national legislation prohibits them from initiating collective labour conflicts, if satisfaction of their claims requires the adoption of legal regulations. Although trade union organizations, basing their actions on standards and principles established by the ILO with respect to freedom of association, have ignored the ban and initiated labour conflicts that have even included strikes, the legal authorities have in almost all cases declared such strikes illegal and the trade union organizations have been compelled to pay large sums of money in damages.

In spite of all the difficulties encountered in the process of democratization of society, Romania's workers are convinced that this process is irreversible and that the faster the country moves towards a real market economy, the faster democracy will be achieved, especially if the developed countries provide further assistance.

In this connection, the ILO's technical cooperation programmes are of great benefit. We believe that maximum effectiveness is achieved through programmes designed to consolidate employers' and workers' organizations, to create democratic systems of tripartite consultations and to set up national tripartite bodies responsible for the promotion of these instruments.

Also, as part of technical cooperation programmes, we hope that some thought will be given to the possibility of training independent national and regional experts in international labour standards, so that employers' and workers' organizations may call on their services when necessary.

In Romania, familiarity with these standards is a privilege enjoyed by a limited number of specialists employed by the Ministry of Labour and Social Protection, and a few academics. The ILO would be doing Romania's workers a great favour if it could organize, in the framework of technical cooperation programmes, seminars to promote familiarity with international labour standards, to be attended by representatives of employers and workers and by judges.

I would particularly like to stress the importance of such seminars because, as I have just pointed out, many conflicts between employers and workers end up being resolved in the courts, and as many judges are not familiar with international labour standards they almost invariably hand down verdicts that conflict with those standards. We cannot blame judges for their ignorance of international standards since, in the past, these standards were not dealt with in our education system, but neither can we sit idly by until the future generations, who hopefully will have studied these standards in the universities, join the ranks of the judiciary.

In thanking you for your patience in hearing me out, I wish to appeal to you on behalf of the Romanian workers to display solidarity with all those who are fighting against poverty, since poverty, wherever it exists, jeopardizes the well-being of all.

Original Spanish: Mr. de ARBELOA *(Employers' delegate, Venezuela)* – On behalf of the employers of Venezuela, and on my own behalf, I would like to congratulate the President of the Conference and the other officers on their election.

I would also like to congratulate the Director-General for his re-election, which will ensure that under his dynamic leadership, the ILO will implement as soon as possible the changes and adjustments that the times require, within the duly structured budget. Along these lines, FEDECAMARAS supports the statement made yesterday by the Chairman of the Employers' group of the Governing Body, as well as the resolution presented by the IOE to the Conference in connection with the celebration of the 75th anniversary of the foundation of the ILO.

However, as we have said on several occasions, the mere goodwill of the Director-General is not sufficient in itself. It is necessary for the Office's senior management and technical departments to take upon themselves the commitments made by the Director-General to ensure that social equity keeps pace with development, in the context of structural adjustment, the globalization of the economy and protectionist measures in international trade.

At the Regional Conference of American States held in our country last October, we saw the frustration that can arise from an unrealistic discussion of social security. At that American conference, the ILO advisers were misguided, and the Latin American countries in particular were unable to reach agreement on a system which, based upon the removal of state control of management and freedom of choice, would guarantee the quality of social protection described in the Report.

In Venezuela, as is the case in almost all the developing countries, as a consequence of the application of the macro-economic adjustment and structural measures, the improvement of social and economic protection schemes fostered behaviours of dependency and hereditary poverty – supposedly in the name of social justice, the truth is that this improvement was guided by undue electoral calculations. So now we must wonder about the consequences that this has occasioned, and wonder whether in each case what we should do is increase or decrease that protection.

As for the structural changes in the present social security schemes, our Government has opted for a complete reformulation based on various projects which make up the integral social security system covering every aspect of the life of the worker – health, pensions and retirement, unemployment, housing, food, child care, education and leisure, always with the contribution of the employers. In this area, FEDECAMARAS supports the State in guaranteeing a basic standard of living for all citizens. This has to be achieved without depleting the capacity of enterprises, and after due consultation, but above all by waging an uncompromising war against inflation through a strict austerity programme and fiscal discipline, as indicated in Chapter 3 of the Report.

With reference to the restructuring of the Venezuelan Institute of Social Security which was mentioned by our Minister in his statement, and with which FEDECAMARAS is working, we must point out that efforts are being made to remedy the inefficiency and lack of administrative control within that body by misguidedly increasing contributions. This will give the institution greater opportunities of diverting its resources, and FEDECAMARAS is against it. We agree with decentralization and deconcentration of its functions, but we feel that it will be better for the State itself to set an example by paying off its debt to that institution, of 22 billion bolivares, which it accumulated as the nation's biggest employer.

Concerning the new law on social benefits which the Ministry of Labour will soon be submitting to the National Congress, we must acknowledge that its flexibility seems to give the worker freedom of choice on the relevant arrangements and the institution where he wishes to place his pension. We welcome the willingness of the Ministry of Labour to use this opportunity for tripartite consultation, and hope that the same willingness will be shown by the Congress of the Republic which will require due advice on the subject. We urge the relevant Ministry to submit corresponding legislation before Congress, relating to pension funds, and incorporating measures which are appropriate to the national context and which should be integrated in the overall development scheme as indicated by the Director-General in the conclusions to his report.

The inexcusable events which have recently occurred in Venezuela lead us to agree with the Director-General on the principle of shared responsibility. Our developing countries cannot wait any longer for solutions in the field of social security and modernization of labour relations in order to bring about productive employment. In this connection, the ILO with its experienced and modern-thinking technical advisers must see to it that there are no repeats of the situation such as the one Venezuela has just experienced with its Labour Code, which has been objected to from the outset by FEDECAMARAS, and which has left Venezuelan enterprises no choice but to bring a complaint before this Organization. The Governing Body, as part of the solution, recommended that several sections of the Code be revised in accordance with the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). Thus, the Code will not only have to be brought into line with the spirit of the violated Conventions but also be adapted to the realities of a country facing new and serious economic difficulties.

As the Director-General says: "the demand for social protection needs to be made effective, in political, economic and institutional terms, if progress is to be achieved". The Venezuelan employers believe that in spite of the lack of stability shown a few months ago by some Venezuelan politicians which degenerated into what seems to be a political trial of our constitutional President, more recently the majority of politicians and most of the civilian society are giving a new example to Latin America and to the world of confidence and maturity with regard to economic and political objectives and trying to encourage development and the renewal of democracy. This, in cooperation with the social partners, will help to combine social protection programmes with policies concerning the labour market, in the knowledge that miracles do not happen in the realm of social protection policies and, therefore, we all have a common duty to work towards their success.

Mr. GRAY *(Workers' delegate, United States)* – I wish to associate myself with those who have preceded me to the rostrum in congratulating the President and the Officers of the Conference on their election, and at the same time in complimenting the Director-General on his Report, *Social insurance and social protection*. This topic is extremely relevant in today's world which is, we know, in the throes of adjusting to a new reality following the end of the Cold War.

This period of transition from planned economies to market economies, from party control to more open pluralistic societies, has witnessed widespread suffering by workers around the world. This is not to suggest that the transition is unwelcome. But its ultimate success will be determined in large part by the extent to which a response to the suffering is found. The issue of social insurance and social protection, therefore, is both important and timely; it must be at the centre of any effective response.

Unfortunately, at a time when the need to enhance social protection schemes is so crucial, the sad truth is that they are under attack in many countries throughout the world.

This is the case for many developed countries such as my own, where chronic budget deficits are threatening social safety nets that have existed for decades. It is not encouraging, for example, to see the current budget debate in the United States Congress includes the very real possibility of a ceiling on medical benefits for the elderly and the poor, a proposition advanced by certain members of the President's own party.

It is also the case for the countries in transition in Central and Eastern Europe and the former Soviet Union. These newborn States desperately need protection for those masses of their citizens adversely affected by economic dislocation if their experiments towards a market economy are to succeed. This reality has not been given sufficient attention by the ivory-tower architects of economic reform.

And it is also unfortunately the case for the world's poorest nations whose governments are often forced into implementing severe austerity measures by the World Bank and the International Monetary Fund. They pay no attention to the needs of the people.

The current infatuation with a free-market model driven by an invisible hand and unencumbered by any sense of social responsibility and social justice is a direct challenge to the notion of social protection, and unless a more reasonable and human approach is adopted, the transition to market economies – as strongly advocated by the international financial institutions – will be undermined.

It is clear that the ILO and the Director-General's Report are essential components of an international solution to the problem of inadequate social insurance and social protection. There could be no hope of success without taking into account the positions put forward by the Director-General. The broad extent and comprehensive scope of these problems demand a greater effort by government, by business and by labour toward identifying and enacting a solution. Clearly, it is in the best interest of workers everywhere that we all cooperate in this effort.

Therefore, let us not overlook the importance of international labour standards and instruments other than those identified in the Director-General's Report. The development, preservation and extension of social protection are proper applications for Conventions governing the freedom of association, the right to organize, collective bargaining, unemployment, conditions of work and occupational safety and health, among others.

The fact is that many of the benefits workers around the world enjoy today were won by the strenuous efforts of trade unions. This is obviously the case for union members. But the impact of trade union efforts goes far beyond their own members. The historic campaign waged by American unions, for example, for a minimum wage and for a social security system have had their greatest impact on unorganized workers.

In a similar manner unions have contributed in a major way to the development of social safety nets in many countries throughout the world, and I have no doubt that the expansion of social protection that today's rapidly changing world so desperately requires will be directly linked to the continued positive efforts of trade unions.

In pursuit of the goals outlined in the Director-General's Report, therefore, I would like to see a rededicated effort on behalf of all the social partners to adopt, strengthen and modify basic human rights and labour relations instruments. I urge that the ILO go so far as to commit itself to the establishment of a "Workers' Bill of Rights" and to the stricter enforcement and more widespread adoption of these Conventions.

We must also recognize that the protection of social insurance programmes rests not so much with the ILO convening in Geneva as it does with the organizations and institutions around the world – labour, management and government – that have the power to implement these programmes and the responsibility to workers to carry them out. The greatest contribution the ILO can make, therefore, to the extension and protection of social insurance is to strengthen and enforce the international labour standards that unions rely on to ensure, either through collective bargaining or the legislative process, that workers receive the protection they deserve.

Original Russian: Mr. PONOMAREV *(Employers' delegate, Ukraine)* – On behalf of the Ukrainian Association of Industrialists and Entrepreneurs, I should like to join in the congratulations addressed to the President on his election to this responsible post. I am certain that under his guidance this session of the Conference will be successful.

The Report submitted to us is a high quality, comprehensive study of the main problems of the different systems of social protection and social insurance. It defines the role and place of the ILO in the perfection of these systems very well.

In our view, the discussion of the report should result in the further development of the social protection and social insurance policies of the ILO and its member States, based on the economic and social conditions prevailing in each country.

Ukraine has declared that it is a State heading towards a social-orientated market economy, a broad-based democracy, open to cooperation in all fields and also to partnership on an equal footing with all countries of the world. This is why the topic suggested by the Director-General is so important to us.

Unlike many other countries represented at the ILO which have had long experience devising their social policies, Ukraine has to solve its social problems while drastically reforming its economy, switching to a market economy and rejecting the authoritarian approach to labour relations. Naturally this transition is not easy, given the decades-old legacy of how industrial relations and the economy were managed. The social system in the past provided our citizens with a certain amount of protection. The Director-General's Report says the countries in Eastern Europe "are fortunate in having developed systems of social protection".

Unfortunately the present structural crisis, together with the crisis brought about by the collapse of the single economy of the former USSR, has undermined the standard of living of our population. The economic crisis has dramatically affected the social sphere too. The budget deficit has limited the ability of social assistance programmes to keep pace with high inflation, and social protection is lagging behind our society's needs. The social tension in our society has now come to a boiling point. Strikes have begun in a number of places. The strikers are demanding that the Government speed up the reforms and at the same time provide the appropriate social guarantees. The President and the Government of our country have put forward a package of measures, the aim of which is to lessen the impact of price risers and to protect first and foremost the most underprivileged people, to eliminate the artificial stumbling blocks hindering the development of the economy. In particular, we would like to sell State enterprises on the stock market, speed up the privatization of small and medium-sized companies, restructure the national economy, develop national development plan for public works and improve the social protection of victims of the Chernobyl accident. We also intend to improve the banking system, to attract foreign investment and to improve a number of social guarantees. Other measures are also planned.

In these circumstances the priority for the Ukrainian Association of Industrialist and Entrepreneurs is to do anything possible to improve the economy of the country.

We are making efforts to protect the rights of manufacturers, to establish effective market structures and mechanisms, to change the rules of ownership and to ensure free enterprise. We are supporting the initiatives of joint stock, leased, cooperative and state-owned companies and organizations, and of employees, which aim at developing production in the interests of the people and the State. It is possible to declare the most lofty aims, but if they are not founded on a proper economic basis the social programmes cannot be carried out.

One of the basic tasks, we feel, is to re-establish lost scientific and technical ties and economic links between enterprises, companies, businessmen in Ukraine and the countries of the CIS, and to establish new ones.

Extensive international cooperation too is a way to overcome the crisis. Let us take for instance the problem of the conversion of former military industries. Almost 30 per cent of the active population works in such establishments. Many of these companies are operating at half capacity at best. Hundreds of thousands of workers work two to three days per week, or are on forced holidays for months on end. They have already been living below the poverty line for some time.

At the same time most of the defence industries possess the very latest technology and have on their staffs the brightest engineers and technicians and the best-qualified workers.

For these reasons we feel that when we introduce new types of production we must at the same time actively seek partners among the leading firms of the West in order to have cooperation in finding orders for our goods and to help find spare parts and help in the assembly phase. This applies first of all to machine-building, electronic companies and the metal processing industry.

By reinvigorating these companies we will solve the problem of employment and at the same time we will receive badly needed foreign currency payments. Naturally, Western companies will also benefit because they will have access to our inexpensive labour force and extensive raw materials.

This will also foster mutual confidence and will make it possible for us to engage in the most daring projects with the financing of foreign investors. We have already had positive experiences in this area with many Western companies.

We are convinced that Ukraine, given its favourable geographic situation, fertile soil and the potential of its science and human resources, will be able to take its place among the economically developed democratic countries of the world. But of course this will require years of sustained effort.

For its part, the Ukrainian Association of Industrialists and Entrepreneurs is willing to support the reforms carried out in Ukraine and to help carry out a socially-oriented policy and make its contribution to the drafting and adoption of a legal basis emphasizing tripartism, human rights and social justice for the transition to the market economy.

In conclusion, let me express my certainty that the ILO, given the wealth of its knowledge and experience, will effectively make use of its potential in order to assist in the social and economic development of member States.

Mr. ALGOO *(Workers' delegate, Mauritius)* – As the Workers' delegate of the Republic of Mauritius, I feel honoured to be a part of proceedings of the 80th Session of the International Labour Conference. Allow me to congratulate the President on his election, and convey to all delegates the fraternal greetings of the working people of Mauritius.

I am particularly delighted as the agenda of the Conference is of particular interest to the Mauritian nation, which is at the threshold of the second phase of its industrial development. The interactions among delegates coming from a cross-section of cultures and different levels of industrialization will no doubt give rise to invaluable suggestions and recommendations which may be useful in the elaboration and reorientation of policies and strategies to meet the likely challenges in the social and economic fields.

Over the past two decades the rapid and successful transformation of our economy has legitimately given rise to growing expectations from all segments of society. At the same time industrialization has accelerated the process of change and the social partners and other actors in development are left with no choice but to prepare themselves to respond favourably to the new exigencies.

As government has the responsibility to provide the proper environment for enabling labour-management relations to evolve satisfactorily, we invite our Government to ratify the corresponding Conventions, especially those relating to freedom of association and the right to organize, tripartite consultations and paid educational leave. Trade union initiatives are hampered when time-off facilities for legitimate trade union activities are denied.

This year, in the wake of a review of the conditions of service in the public sector, there were no tripartite consultations before decisions were taken on the wage compensation for this year. We believe that this departure from a principle established in 1977 is more an exception for the present than a rule for the future.

Similarly, tripartite bodies existing under the law should be encouraged to perform their advisory functions more effectively in matter affecting workers' education, occupational safety and health and labour relations.

For two decades, the legal framework of our industrial relations system has been another source of discontent for the trade union movement. Free collective bargaining and industrial actions are the very essence of trade unionism; and yet, some provision of our Industrial Relations Act imposes unnecessary limits on the right to strike, and compulsory arbitration restricts further our initiatives and actions in this field.

We also believe that labour disputes should be settled very expeditiously. Unfortunately the existing institutions are performing far below expectations.

It is our hope that the forthcoming legislation on industrial relations will remedy the present situation and bring the social partners back to the negotiating table in the organized economic sectors and at the same time, conforms with the underlying philosophy of the Right to Organize and Collective Bargaining Convention, 1949 (No. 98).

Occupational safety and health has become a very topical issue in our country, which is industrializing very rapidly. We have a modern legislation on the matter, an inspection service for enforcement and an information centre. But more needs to be done. Employers should place safety at work high on their agenda.

The scope of the law should be enlarged to cover the public sector, agricultural workers and tradesmen. There is need for better monitoring and coordination between the Ministries of Labour and Health. The safety and health representative needs a legal status and there should be intensive training and education. It is, therefore, my considered view that the success of any policy in the field of safety and health, besides political will, warrants the commitment and support of one and all, mainly the workers' organization.

The initiative of the ILO to consider the formulation of an international standard on the issue of part-time work is praiseworthy, although the recourse to such type of labour is quite limited in Mauritius. However, we believe that it comes at a most opportune time for us, as it will provide us the necessary guidance for preventive measures in our fast-developing economy. Although the remuneration derived from such work alleviates the family budget to some extent, in the name of social justice we cannot caution the abuse and exploitation which such workers are subject to.

I wish to bring to your attention the fate of a category of workers termed as "out-workers", who have no legal protection whatsoever, as they are not considered to be workers by definition. I am of the humble opinion that these workers too need some protection as they take home some factory work to perform in their own time. For the work, they are usually paid a rate well below that in force in the factory premises, and they do not enjoy privileges or benefits applicable to other categories of workers. I therefore appeal to this assembly to give some thoughts to this category of workers, too.

I wish to congratulate the Director-General for his comprehensive and brilliant Report, *Social insurance and social protection*. This Report comes at an appropriate time, when a large number of countries are implementing structural measures which have serious social repercussions on the workers and their families.

The Report is a laudable attempt to assess the level and extent of social protection in the world, and throws light on the shortcomings, deficiencies and disparities of the social security systems in many parts of the world.

In the light of this Report, on behalf of the Mauritius workers, I would urge the Government of Mauritius to undertake a review to upgrade the social security system, particularly in the relevant legislations. I am referring mainly to the National Pensions Act and the Workmen's Compensation Act.

The technical cooperation of the ILO has during the past decades been very significant, catalytic and highly beneficial to the developing world. It is therefore my considered view that ILO technical cooperation should be reinforced and continue to remain a high priority in the Organization so as to consolidate the present initiatives and to sustain the efforts of the newly democratic nations that are emerging from the collapse of the authoritarian regimes in Africa and Central and Eastern Europe, and to help them to consolidate democracy and promote development.

To conclude, I trust that my humble comments and suggestions on the various items on the agenda will meet the kind consideration of delegates present. I express my appreciation and gratitude for the opportunity to address this Conference for the first time in my new capacity as President of the Mauritius Labour Congress, which is the most representative body of the trade union movement.

Original Russian: The VICE-PRESIDENT (Mr. BADEY) – I would like to give the floor to Mr. Cilia Debono, Government delegate of Malta, for a right of reply to the statement made by Mr. Calamatta, Workers' delegate of Malta, yesterday 15 June.

Mr. CILIA DEBONO *(Government delegate, Malta)* – During yesterday's address to the Conference, the Workers' delegate for Malta, Mr J. Calamatta made some remarks which were not quite correct, and which could have conveyed a somewhat misleading picture.

In requesting the right of reply, it is not my intention to list the points with which the Government delegation does not agree, nor to give reasons for the disagreement.

Two particular points should, however, be clarified:

The Workers' delegate refers to "proposals" which the Government is said to have put to the tripartite Malta Council for Economic Development. It is felt that it was unethical for the Workers' delegate to have divulged, whilst they are still under discussion, what in effect are points of discussion, rather than formal proposals submitted for consideration by the three social partners, who form part of the committee set up by the Malta Council for Economic Development, specifically to discuss a question which has, after all, become very topical in many countries.

Secondly, rather than taking what the Workers' delegate calls "whirlwind decisions", rather than being "in a state of panic" and rather than having what he calls "a pension time bomb", my Government has in fact initiated a debate amongst the three social partners on a topic which is of national interest. Indeed, my Government feels that it would have been irresponsible, given the parameters of the problem, not to have initiated such a debate.

In conclusion, I would reassure everyone that my Government is examining the matter "deeply, with caution and with a clear mind". It will certainly continue to consider the views of all the parties concerned before taking any decisions. May I also reassure the Conference that any decisions that may ultimately be taken will be in the best interests of the workers and not prejudice the very high level of social security benefits which the Maltese worker has come to expect.

(The Conference adjourned at 5.45 p.m.)

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No. 20 – Thursday, 17 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

21

Twenty-second sitting

Thursday, 17 June 1993, 10.15 a.m.

Presidents: Mr. Abdel-Hak and Mr. Tabani

TENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

Original Arabic: The PRESIDENT – The first item on our agenda is the tenth report of the Selection Committee (*Provisional Record* No. 51). I expect you all have received copies. If there are no objections I shall consider that the report is adopted.

(The report is adopted.)

REPORT OF THE COMMITTEE ON ACTION AGAINST APARTHEID: SUBMISSION AND DISCUSSION

Original Arabic: The PRESIDENT – We now come to the Report of the Committee on Apartheid, which can be found in *Provisional Record* No. 18.

I have pleasure in inviting Mr. Ejalu, Minister of Labour and Social Affairs, Uganda, Chairman of the Committee; Mr. Hernandez, Employer member, Philippines, Employer Vice-Chairman; Mrs. Carr, Workers' delegate, Canada, the Worker Chairwoman; and Mr. Veltheim, Government adviser, Finland, Reporter of the Committee, to come to the rostrum.

We shall start our discussion today with the report of this Committee. This report, as you know, is one of the major contributions of the ILO to the struggle against apartheid and racial discrimination. This report is being submitted at a time when there is a wind of change and freedom blowing throughout the world and in Africa in particular. We are all witness to the democratic changes taking place in the majority of countries in the world as well as the prospects for a general agreement concerning a society free of discrimination in South Africa.

I am particularly happy therefore to invite Mr. Veltheim, Reporter of the Committee on Action against Apartheid, to present the report to us.

Mr. VELTHEIM *(Government adviser, Finland; Reporter of the Committee on Action against Apartheid)* – I have the honour to present to the Conference the report of the Committee on Action against Apartheid, which is found in *Provisional Record* No. 18.

At its opening session on 4 June the Committee elected as its Chairman Mr. Ejalu, Minister of Labour and Social Affairs, Uganda, and as its Vice-Chairpersons, Mr. Hernandez, Employers' adviser, Philippines, and Mrs. Carr, Workers' delegate, Canada, and myself as Reporter.

The Committee had before it the *Special report of the Director-General on the application of the Declaration concerning action against apartheid in South Africa*, as well as information supplied by governments and by employers' and workers' organizations on action taken against apartheid, the report of the tenth meeting of the Group of Independent Experts, and portions of the report of the Committee on Discrimination.

The Committee's report now before the Conference consists mainly of a factual summary of the proceedings and activities of the Committee and the Working Party, and the conclusions submitted to this Conference for approval.

I would like to make a few remarks concerning the latter part of the report. The Committee had a thorough discussion on the present situation in South Africa and on the process of the multi-party negotiations now in progress. The Committee welcomed these negotiations and wishes the Conference also to give them its full support. It also noted with satisfaction that agreement has been reached on a proposed date for the elections, namely 27 April 1994; the Committee urges all parties to adhere to this date. At the same time, we felt it necessary to express in the conclusions once again the great concern about the continuing violence in South Africa which has claimed thousands of lives. This violence constitutes a major threat to the very process of negotiations for a united, non-racial and democratic society in South Africa.

The important involvement and assistance provided by the international organizations – including the United Nations – in monitoring and thus reducing violence, is also highly appreciated.

Equally important is the repeated request to the South African Government to repeal the remaining apartheid laws and to incorporate the Bantustans into the South African State before the elections.

The conclusions also stress the important role the ILO can play in the provision of technical assistance after the Transitional Executive Council has been established, and request the Director-General to formulate a plan of action. A lengthy list of items which, among others, could be incorporated in this plan is included in the conclusions.

The Committee also discussed thoroughly the future of the Declaration concerning Action against Apartheid. The line which was adopted reflects both firmness and flexibility. It suggests first of all that when a Transitional Executive Council is set up in South Africa, the Governing Body should be authorized under certain precise conditions to review the application of the Declaration in order to enable a plan of action to be implemented.

Furthermore, it requests the Director-General to report to the Governing Body in November on the progress made towards the elimination of apartheid, and if satisfied that conditions so require, to include a review of the Declaration on the agenda of the 81st Session of the Conference.

I will not go further into details of this report. I just wanted to focus the attention of the Conference on some important and crucial issues in this document. The report was unanimously adopted in the last meeting of the Committee on Action against Apartheid, with one personal reservation of a member of the Employers' group concerning the wording of paragraph 17. Nevertheless, since the report represents a large tripartite consensus on these complex and delicate matters, as Reporter of the Committee, I take the liberty to recommend that the Conference adopt this document unanimously.

Finally, allow me to congratulate the Chairman of the Committee, Minister Ejalu, for the skilful and excellent way in which he guided the work of the Committee to a successful conclusion, and thank him for the very valuable personal support he gave me. Let me also thank the tripartite constituencies, the Employers, the Workers and the Governments, for their thoughtful contributions in the preparation of this document. I also thank the Governments for their constructive participation in the drafting process. Lastly, I would like to thank the secretariat of the Office, in particular Mr. Abdel-Rahman, Mrs. Perret-Nguyen and Mr. Rubin, for their valuable advice and indefatigable dedication.

Mrs. CARR *(Workers' delegate, Canada; Vice-Chairwoman of the Committee on Action against Apartheid)* – My first regret is to say that I thought this hall would be full today on this very important subject. I can understand the fact that there are those who are working in committees that are important also, but in the case of governments and their representatives and those delegations that are not in committees, I regret very much that they are not here in this hall.

I would like to begin by thanking most sincerely the Chairman of our Committee, Mr. Ejalu, Minister of Labour and Social Affairs of the Republic of Uganda, who presided not only admirably but also very wisely over our deliberations. I would also like to express our gratitude for the good work done by Mr. Veltheim, Reporter of the Committee and Chairman of the Working Party, who had a very difficult job trying as best as he could to reconcile the views of the three constituent parties during the sittings. I would also like to express our appreciation to Mr. Hernandez, the Employers' Vice-Chairman, and his colleagues in the Employers' group. Without their wisdom and contribution it would have been very difficult to arrive at the conclusions which are now before you.

The Committee had before it the *Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa* and the report of the Group of Independent Experts as well as the Report of the Committee on Discrimination to the 256th Session of the Governing Body.

The Committee took note of the resumption of the multi-party negotiations in South Africa on 1 April 1993 after almost 11 months since they were broken off following the Boipatong massacre. This time 26 organizations are participating in the talks, including the Pan-Africanist Congress of Azania and the Conservative Party.

Although it appears that the negotiating partners are tackling the fundamental issues which will politically shape the new South Africa, the African National Congress and the Government are very much aware that the process is increasingly vulnerable and volatile. In fact, yesterday we learned that the Inkatha Freedom Party (IFP) and the right-wing groupings have pulled out of the negotiations.

The assassination of Chris Hani on Easter Saturday ignited the anger of the marginalized township youth, who were beginning to lose patience and faith in the negotiation process which was dragging its feet. This growing frustration was displayed on one placard at Hani's funeral which read: "Mandela released three years ago: South Africa still not free". With the murder of Chris Hani, the right-wing and elements in the security forces showed their potential power in trying to derail the negotiations.

While assessing the progress made at the multi-party forum, the Committee noted that stability and security issues have become very important to the ANC and the Government. The prevailing political situation is pushing them as the main negotiating partners to hasten towards an early settlement. The ANC was prepared to make some major concessions to speed up the negotiation process. The ANC was also prepared to reconsider its demand to have the security forces merged with the armed wings of the ANC, PAC, IFP and other movements. It was also agreed that the new Constitution would provide for some form of regional government, as was requested by the Inkatha Freedom Party (IFP). The IFP was insisting that the form of government be determined before the election of the constituent assembly. On the other hand, the National Party – pre-empting a landslide victory for the ANC in the constituent assembly – was determined to curb as far as possible the powers of an elected constitutional body. Two weeks ago, the ANC was forced to make another major concession that the present multi-party negotiation forum would determine the outlines of the future Constitution for a democratic South Africa. The effect was that the constitutional principles and the powers and functions of the regions would now be determined by the multi-party forum and not by the constituent assembly.

Now, this demonstrates how and why the present talks are fragile and vulnerable.

Therefore our Committee on Action against Apartheid, after debating lengthily on these issues, has arrived at the conclusion that appropriate forms of pressure must be maintained on South Africa as a lever to speed up the process of change in line with the United Nations Resolution 47/116A of 7 December 1992 and until the apartheid system has been eradicated completely and hopefully forever.

I am sure that you all agree with me in this hall that the international community should not relax its vigilance. Appropriate pressure must continue to be applied by the ILO's constituents for the ending of apartheid and its evil effects. I remind you that apartheid is yet to be dismantled.

However, the Committee welcomed the tentative date which has now been fixed for the first ever one-person one-vote election to be held on 27 April 1994. But this proposed date has to be agreed and ratified by the multi-party forum on 25 June 1993.

I understand that some governments, and hopefully not mine – the Government of Canada – are eager to lift all remaining economic sanctions after the final date for elections has been agreed upon. To us, it is the democratic election of a non-racial constituent assembly which is the irreversible process and not the date of the election itself.

However, if there is still anyone who has some doubts on whether apartheid is still alive, let me just say this. Some apartheid laws, including the Electoral Act of 1979, the Bantu Homelands Citizenship Act and other laws in the field of education, welfare and social services still exist in South Africa. The tricameral Parliament denying representation to black South Africans is still in place. People residing in the bantustans are still denied South African citizenship. We must insist that apartheid cannot be reformed but has to be totally eradicated.

The Committee also examined the situation regarding the extension of labour legislation to all workers in South Africa. The proposals made so far remain unsatisfactory, particularly those concerning farm workers and the public service which contain severe restrictions on trade union rights.

Actually, there are about 1.5 million farm workers in South Africa employed on 67,500 farming units. Working conditions remain amongst the worst in any sector. Many farm workers are paid a combination of cash and kind; if yields are low because of drought, etc., then payments in kind are also reduced. There is an appalling "tot" system where farm workers are paid in wine and their dependency on alcohol is encouraged to keep them in line. The homes of farm workers are tied with their jobs and so if they lose their jobs, obviously, they also lose their homes. The employers' organization, which is the South African Agricultural Union, has consistently tried to prevent the extension of basic labour legislation. The farmers have held demonstrations together with the right-wing political groups and vowed not to respect the new laws which have become effective as from 1 May 1993. However, to our regret, the Basic Conditions of Work Act does not provide for basic trade union rights, freedom of association and fair wages.

The Committee also examined the issue of political violence which continues to claim the lives of many thousands of innocent people, hundreds of thousands of workers also, including women and children. Many others have been seriously injured and maimed for life. The victims of violence include an extremely small percentage of whites, but blacks continue to bear the brunt of it all. All the parties in South Africa, and particularly the Government, should take appropriate steps to put an end to this carnage, and the international community should also strengthen its role in monitoring the violence. Therefore, the question of violence figures prominently in our conclusions.

As spokeswoman of the Workers' group of this Committee, allow me to express our high appreciation to the Director-General for his excellent Report on the application of the Declaration concerning Action against Apartheid in South Africa. However, we would have liked to see a much more comprehensive section on the violence and its impact on workers and their families. We certainly agree with his assessment, that "the next few months will be crucial in determining the pace and the form of the transition" to democracy in South Africa.

We know that apartheid has yet to be eradicated. We have to be cautious in the positions we are going to adopt at this session of the Conference concerning ILO action against apartheid. I need not repeat the arguments developed by Mr. Cunningham Ngucana of NACTU and Mr. Jay Naidoo of COSATU who both addressed our Committee. They requested the ILO to assume its full responsibility in order that apartheid be eliminated in all its forms. They also appealed to the ILO to assist the independent trade union movement in the different fields within its competence, particularly education, training and technical assistance for economic reconstruction and development. These concerns have been expressed in paragraph 17 of the conclusions.

We believe that at this critical phase of the negotiation process we must be careful not to send the wrong signals to the South African Government or to forces inside South Africa which are against the democratic change. However, we do express the hope that the ongoing multi-party negotiations will pave the way towards a united, non-racial and democratic South Africa.

Therefore, it is expected that a Transitional Executive Council – which is sometimes called the TEC – will be established soon. Along with it an electoral commission and an independent media commission will be set up. The main task of the TEC will be to ensure the creation of the necessary conditions for free and fair elections. It is also expected that a Transition to Democracy Act will be enacted to provide a legal framework for the transition. The country will then be governed on the basis of this Act until the adoption of a new Constitution.

As it can be seen, there is still a long way to go on the road to democracy. I am sure that Nelson Mandela would never have thought that the last mile he was asking all of us to walk with him on 8 June 1990 from this very rostrum would be so long and so difficult. We have taken due consideration of the above time-frames and the expected developments in the near future while drafting the conclusions.

During the work of the Committee, we also examined the excellent report made by the Group of Independent Experts. Their findings and recommendations have been very helpful to our work and I wish to place on record our deep appreciation for their contribution. We noted that while the number of replies from the workers' organizations continued to increase, the number of replies from governments has declined and was below the figure from 1992. It is regrettable that activities against apartheid are diminishing at this very crucial period and before a political settlement has been reached. This is a matter of concern to us at a time when the urgency of the transformation process from apartheid to a democratic society places a high responsibility on the international community for the future rebuilding of South Africa. In our Committee, we also deplored that the member States of the European Community, with the exception of one country, had not provided individual replies to the questionnaire. I wonder how long it will take for them to learn that those countries must report individually. I regret that we have to raise this problem again this year in this session because the EEC does not have the status of a member country, and therefore this practice has to be discontinued.

The conclusions and recommendations, which I am commending to you on behalf of the Committee on Action against Apartheid, reflect the wishes and aspirations of the great majority of the population of South Africa. They are also fully supported by the independent and democratic South African trade union organizations. We, the Workers' group, have analysed the present situation in South Africa and are consistent in our stand concerning the ILO action against apartheid. May I recall that the Workers' Vice-Chairperson of the Committee on Discrimination, at the meeting of 26 May 1993, made the following statement, and I quote: "If there was no early agreement on a transitional government, the Declaration would remain in force, but the Conference could work out a plan of action that would be set into motion when there was such a government and when the non-racial democratic workers' and employers' organizations indicated that this was appropriate." This is exactly what is reflected in the conclusions before you. Unfortunately, during the adoption of the conclusions we had to take a vote on three occasions on the use of some specific words. However, an overwhelming majority voted for the wording in the present text of the conclusions. I hope that a spirit of understanding will prevail which will lead this session to adopt these conclusions unanimously. The adoption of the Committee's report and its conclusions must be seen as a condemnation of apartheid. It must also be seen as a condemnation of political violence, and it has to be seen as full support for the process of negotiations under way in South Africa into creating a unified, non-racial and democratic society.

Finally, I wish to thank all the members of the Committee, the representative of the Director-General, Mr. Abdul Rahman, and his colleagues from the secretariat, as well as the interpreters whose dedication and commitment were very much appreciated by all of us.

South Africa will be free one day. Black people will be free to vote democratically like the rest of us in this hall. Only then will South Africa be accepted fully into the total world community, and that will come one day also. We on the Workers' benches believe in miracles. Miracles sometimes occur. But my friends, when you want a miracle to happen you have to work very, very hard. And this day of freedom for South Africa will surely be one of those miracles!

Mr. HERNANDEZ *(Employers' adviser, Philippines; Vice-Chairman of the Committee on Action against Apartheid)* – It is with immense pleasure that I convey to the President, on behalf of the Employers in this Conference in general and the Employers' Confederation of the Philippines in particular, my warmest congratulations on his election to the chair of this session of the International Labour Conference.

As Employers' spokesman and Vice-Chairman of the Committee on Action against Apartheid, I have no doubt that, given the manner in which he is presiding over the deliberations and debates in this assembly, this session of the Conference will yield fruitful and meaningful results.

May I be permitted to pay special tribute to all the members of the Committee and its Working Party, particularly to the Chairman, Mr. Ejalu, the distinguished Minister of Labour and Social Affairs of Uganda, to the Workers' Vice-Chairwoman, my friend Mrs. Carr, President Emeritus of the Canadian Labour Congress, and to the Reporter, Ambassador Veltheim of Finland, for formulating and adopting the Committee's report and conclusions as contained in *Provisional Record* No. 18, which I commend most respectfully and most earnestly to this Conference for your unanimous adoption.

May I also thank the representative of the Director-General and his staff, interpreters and secretariat, and may I pay special tribute to Mr. Jean Dejardin, the Coordinator of the Employers' group, for representing the International Organization of Employers.

During the deliberations in the Committee, we welcomed the positive and encouraging developments in South Africa and took due note of the significant progress made during the previous year in the transition from apartheid to democracy in South Africa. While we noted the violence in South Africa and expressed concern about it and about other problems that could interrupt the political negotiations, we were nevertheless encouraged with the progress being made towards the creation of a non-racist society.

We considered that the perpetrators of violence were a small minority who would soon be overwhelmed by the major players who had laid the basis for an agreement, and that any delay, disruption or deviation in the negotiations would not fundamentally alter the democratic course that the major players had set.

We welcomed the Special Report of the Director-General on the Application of the Declaration concerning Action Against Apartheid in South Africa and shared his optimism regarding the continuing expansion of the democratic horizon in South Africa.

Needless to say, all freedom-loving peoples all over the world expected that, inevitably, a politically stable democratic government that recognized equality and justice and human rights, regardless of race, colour, religion, creed and belief, would be established in South Africa.

We noted during the Committee's deliberations that practically all apartheid laws had been repealed and that laws on labour and social policy were being rewritten and restructured on the basis of the 1992 ILO Report of the Fact-finding and Conciliation Commission on Freedom of Association concerning the Republic of South Africa.

We noted that a new National Manpower Commission with tripartite composition had been established and that the National Economic Forum was functioning. All these were positive indicators of the encouraging developments that were taking place in South Africa.

We welcomed the proposed date of 27 April 1994 for the general elections for a constituent assembly that would frame and adopt a constitution for a non-racial, independent, democratic and fully representative South Africa.

In view of these encouraging developments, we shared with the Workers' bench and the governments represented on our committee a sense of the need for the ILO to render the necessary technical assistance to prepare the peoples of South Africa for the eventual emergence of a democratic republic and, as mentioned by Mrs. Carr, that feeling has been expressed in paragraph 17 of the conclusions of the Committee.

To be sure, the unanimous adoption of the Committee's Report and conclusions would serve as a clear, unmistakable and urgent reminder to the South African Government that it must hasten the total demise of apartheid and all its repulsive features, which have impinged upon human dignity and quenched the spark of God's divinity in every one of His creation.

It is imperative that multiparty negotiations should continue in earnest so that a non-racial transitional executive council can soon be set up. We would of course lament any disruption of such negotiations and express the hope that no parties to the negotiations shall withdraw therefrom.

It is our fervent hope likewise that the free and democratic elections scheduled for 27 April 1994 can take place and that a constituent assembly will formulate a constitution for a non-racial democratic South Africa.

The Committee's conclusions underscore our efforts to respond constructively to the concerns of all sectors and the request for assistance. We trust that they will provide guidance and instructions for the International Labour Organization and the Director-General in clear and positive terms so that they can respond constructively, speedily and effectively to the changing and expanding needs in South Africa. The conclusions include a proposal for a plan of action in paragraph 17, which we hope will be implemented by the ILO as soon as an interim government or a transitional executive council is established in South Africa to prepare its people for the eventual emergence of a much-awaited united, non-racial, fully representative and democratic republic.

This plan of action is in response to the concerns of groups in South Africa and in this connection we would like to take note of the statement made by Mr. Jay Naidoo, Secretary-General of the Congress of South African Trade Unions, when he took the floor during the Committee's meeting last week and I quote: "The conclusions that have been adopted provide a good basis for addressing the needs of the majority in South Africa, through job creation, improvements in the standards of living, education and training, and the development of strong tripartite institutions. It is envisaged that such ILO technical cooperation will take the form of a programme of action to give assistance to the democratic trade unions and tripartite institutions after the entry into force of the transitional executive council in the next month or two. The declaration will then be reviewed at the next Governing Body meeting and considered at the next International Labour Conference".

The conclusions emphasize primarily our concerns and our hope that South Africa will in the immediate future join the ranks of the ILO constituency.

The horizon of democracy is widening and the frontiers of freedom and dignity are expanding in South Africa. Let us complete the last mile and reaffirm our adherence to the fundamental principle stated in the Declaration of Philadelphia that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity. Let us unanimously adopt the report and conclusions of the Committee on Action against Apartheid.

Mr. EJALU *(Minister of Labour and Social Affairs, Uganda; Chairman of the Committee on Action against Apartheid)* – First of all I would like to acknowledge that the room is a bit fuller than when my two colleagues started speaking, so I congratulate the Conference on that.

In accordance with the practice and tradition of this prestigious Conference, I have been honoured, as an African Minister and an internationalist, to have chaired the Committee on Action against Apartheid. It is, first of all, my pleasure to pay special tribute to the valuable contributions of Mr. Hernandez of the Philippines who has been elected Employer Vice-Chairman, and Mrs. Carr from Canada, who has been elected Worker Vice-Chairwoman. As you will have remarked from their statements, their insight into and extensive knowledge of the subject-matter at hand and their effective leadership of the various groups really helped me, as Chairman, because they provided information on all the substantive issues, they articulated their various positions and that is how we managed to draw up this report which, I think, is a very good report indeed. I would like also to thank Mr. Veltheim, Government member, Finland, who was elected as our Reporter. He has done an excellent job and I thank him for it. I would also like to thank Mr. Abdel-Rahman, the representative of the Secretary-General on the Committee, and his team, including the interpreters, for their wise counsel, ready assistance and for their endurance. Even when the Committee ran out of time they were at hand to assist the Committee.

The Committee, in a spirit of cooperation, had a frank discussion on the issues arising from the Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid and the reports of the Governing Body Committee on Discrimination.

The changes taking place in South Africa offer hope that the complete elimination of apartheid is not far off. Yet, the continuing violence in the country and the threats from the ominous extreme white right-wing groups and the black sectarianists and separatists are a cause for concern that the process of negotiations for a non-racial democratic South Africa may be delayed, thus postponing the demise of apartheid.

The conclusions in the Committee's report, in my view, are balanced and reflect these feelings of opportunism and caution. The Committee invites this session of the Conference to urge the negotiating parties to set up the Transitional Executive Council or transitional authority as soon as possible. The designation of 27 April as a tentative date for elections to a Constituent Assembly to draw up a new Constitution for a non-racial democratic South Africa is a positive and welcome development. I hope that all the parties at the multi-party negotiating forum will strive to adhere to that date.

The Committee has wisely requested the Conference to call upon the South African Government to expedite change by taking steps immediately to remove the remaining discriminatory apartheid legislation and to begin redressing the imbalances in education, health, housing and social welfare. South Africa should also, as a matter of urgency, extend labour legislation to domestic and farmworkers and workers in the public sector and this legislation should be in accordance with the principles laid down by the ILO.

There has been much progress in the process of dismantling apartheid. The ILO and the rest of the international community must play their part to make sure that the progress and process is not derailed and delayed. Hence the Committee invites the Conference to request all governments to maintain appropriate forms of pressure on South Africa.

As we look forward to the establishment of the Transitional Executive Council in the near future and the election to a Constituent Assembly early next year, the Committee feels that the ILO should give maximum assistance to non-racial democratic trade unions, employers' organizations and other democratic forces in South Africa so that they can play a full part in the elections and ensure that they are free and fair.

The Committee on Action against Apartheid stresses the important role to be played by the ILO in providing technical assistance after the establishment of the Transitional Executive Council, to help in the transformation to non-racial democracy in South Africa.

There is great hope for the future, but for that future to be secure, the South African Government must heed the caution expressed by the Committee and immediately adopt and implement the recommendations and the conclusions of the Committee's report.

I personally would like to appeal to the Conference to adopt this report by consensus. This in itself would send a robust and clear message to the parties in South Africa that the rest of the world would like to see a democratic South Africa and I hope that in the not too distant future the International Labour Conference will be a welcoming a tripartite delegation of South Africa into its ranks.

On a personal note, this is the last time that Mrs. Carr will be attending the International Labour Conference. I would like to pay tribute to her contribution over the years as a staunch fighter for human and trade union rights and to her special contribution to the struggle against apartheid. I wish her, and I am sure the Conference wishes her, very well.

Original Arabic: The PRESIDENT – On behalf of all of you we would like to express our sincerest thanks to the Committee for the excellent report which provides much information and also reproduces a large number of statements condemning apartheid in South Africa.

The general discussion is now open.

Mr. SUNMONU *(representative of the Organization of African Trade Union Unity)* – I should like to thank the Director-General for his lucid *Special Report on the application of the Declaration concerning action against Apartheid in South Africa*. I also thank the officers and members of the Committee on Apartheid for their excellent report and conclusions.

It is evident from the Director-General's Special Report and the report and conclusions of the Committee that some progress has been made towards the elimination of apartheid, even if much remains to be done. However, the violence in South Africa, which many believe is organized by sections of the minority Government's security forces, makes it hard for one to trust the de Klerk Government. Any keen observer of the South African situation will know that the "organized" violence unleashed on the South African people is an attempt by the minority racists to delay the total eradication of apartheid and the installation of a democratic, non-racial majority government in South Africa. What the organizers of this violence should remember is that violence provokes counter-violence and instability, and no investor will invest anything in a politically unstable country. It is therefore in their own interests and in the interests of South Africa that the violence should be stopped.

The Organization of African Trade Union Unity would like to warn the ILO and the international community not to be complacent about the modest change that has taken place in South Africa. Minor manifestations of apartheid have been eliminated in South Africa, but apartheid is still alive.

A number of key apartheid laws are still on South Africa's statute books. These include: the Electoral Act of 1979; the Bantu Homelands Citizenship Act; and a number of other apartheid laws on education, housing and social welfare.

Until all these oppressive apartheid laws are abolished, the structure of apartheid destroyed and a democratically elected government put in place, nobody can claim that apartheid is dead and buried in South Africa. Even after the death of apartheid, righting the wrongs perpetuated under apartheid against the oppressed majority in South Africa that has been suffering for decades will be an urgent issue, especially in such areas as education, health, housing and employment.

In the light of all this, we regard it as premature and unlawful for the present minority racist Government in South Africa to restructure the South African economy, particularly with regard to the privatization of government-owned enterprises. Selling government-owned enterprises under the guise of privatization at this time, when the oppressed majority of South Africans have been denied their social, political and economic rights for more than 50 years, will amount to robbery by the racist regime and its white minority supporters.

The Organization of African Trade Union Unity supports the view that the ILO should continue to apply the provisions of the Declaration until all the props of apartheid in South Africa are demolished. However, once the transition Executive Council has been established and the Constituent Assembly elected, the Governing Body can suspend the Declaration.

The OATUU expresses its appreciation and gratitude to the ILO and international donor agencies for the financial, material and technical assistance given to South Africa's democratic, non-racial trade unions, COSATU and NACTU, and to the other anti-apartheid democratic forces which have helped these organizations considerably in their fight against apartheid. In this "last mile" of the struggle we appeal to the ILO and the international donor agencies to redouble their assistance to those organizations to enable them to hasten the death of apartheid. Assistance, especially in the field of workers' education, voter education and registration, and popular participation, in the form of workshops and seminars, will be of immense importance to these organizations.

The Organization of African Trade Union Unity fully endorses the conclusions and recommendations of the report of the Committee on Apartheid and calls on the Conference to adopt them unanimously.

Mr. KAILEMBO *(representative of the International Confederation of Free Trade Unions)* – On behalf of the International Confederation of Free Trade Unions, representing 113 million members from all over the world, I would like to express my unflinching support for the conclusions of the Committee on Action against Apartheid as contained in *Provisional Record* No. 18. I trust and hope that the report of the Committee and its conclusions will be unanimously adopted so as to send a clear message to the South African Government that the agonizing, horrendous apartheid system must be eradicated and replaced by a united, non-racial and democratic society. I would also like to congratulate the Chairman and the members of the Committee for their painstaking and dedicated work to uphold the cherished principles and ideals of democracy, freedom, equality and social justice for the overwhelming majority of people still suffering under the yoke of the most despised system of apartheid. Over a number of years the Committee, through its laudable work, has contributed immensely towards strengthening the ILO further as the champion of human and trade union rights and social justice.

Although we welcome the positive developments which have taken place so far in the negotiation process, despite delays and setbacks last year, we consider the situation in South Africa to be increasingly volatile. The ongoing talks are still threatened by the extreme right-wing parties and the forces within and outside the Government which are opposed to a democratic change and was already reported, two days ago, that the Inkatha Freedom Party, the Conservative Party and their allies were considering pulling out of the talks.

The cold-blooded murder of Chris Hani on 10 April, only a few days after the negotiations started, demonstrated the potential power of the hidden forces of the right-wing to threaten the reform process.

I wish therefore to stress the need for the international community not to relax its pressure on the South African Government until the democratic trade unions, COSATU and NACTU, and the liberation movements advise otherwise. Constant and continuous international pressure has been one of the factors instrumental in bringing about a process of change towards the creation of a non-racial and democratic society.

The proposed election date of 27 April 1994 has still to be agreed upon by the multi-party forum next week. Therefore the ICFTU will not relax its vigilance and will continue to urge the international community to exert appropriate forms of pressure on the South African Government, in line with the United Nations resolution of December last year, in order to bring about an early abolition of apartheid.

A resolution adopted at the 11th Regional Conference of the ICFTU African Regional Organization in Harare, Zimbabwe, on 2-3 April 1993, emphasizes that only when a new democratic constitution is in place, which provides for a one-person, one-vote system in a free, non-racial society, will it mean that the changes are irreversible.

Hence, it is clear that apartheid has by no means been buried yet. Some major apartheid laws have still not been repealed. These include the Constitution Act of 1983, which established the tricameral parliament, the Electoral Act of 1979, the Bantu Homelands Citizenship Act, which made blacks alien in their own country, South Africa. Moreover, the workers in the bantustans continue to be denied trade union rights.

Tragic violence, which has become a feature of life in South Africa, constitutes a major threat to the democratization process. On the eve of Hani's funeral, there was a chilling reminder that South Africa's notorious "third force" is still alive. The massacre of 21 black people in Sebokeng township by a vanload of gunmen, led apparently by a disguised white driver, had all the hallmarks of a classic "third force" operation. Nobody in this hall will deny the urgent necessity to put an end to this continuing political violence. The ICFTU therefore sent a high-level fact-finding mission to South Africa from 1 to 3 February 1993 to look into the violence and to examine how best to extend international solidarity to the independent and democratic South African trade unions at the present time. The mission concluded that the South African Government was directly or indirectly involved in the violence.

Following this mission, the independent non-racial trade union organizations, COSATU and NACTU, together with some ICFTU affiliates in industrialized countries, took the initiative to establish a Trade Union Violence Monitoring Group in order to monitor violence, violations of trade union rights and attacks on trade unionists and to mobilize international solidarity actions. The ICFTU is fully supporting the group in its efforts to monitor the prevailing violence and calls for a greater role to be played by the international observers from the United Nations, the Organization for African Unity the Commonwealth and the European Community. The ICFTU mission on violence also recommended that maximum assistance should be made available to the democratic trade union movement in the field of voter education and democratic practice.

Voter education is very crucial for elections in South Africa. The urgency to embark on a massive education campaign was underlined by both COSATU's General Secretary, Jay Naidoo, and NACTU's General Secretary, Cunningham Ngucana, when they spoke at the meetings of the tripartite committee on Action against Apartheid.

On 15 March 1993, Popo Molefe, head of the ANC's Elections Commission, told a seminar that South Africa's coming election would be fundamentally different from the elections in the other democracies. To understand the magnitude of the task ahead, it is useful to note that an estimated 21.6 million people will be eligible to vote in these elections. Of these, 78 per cent have never taken part in an election before, and more than half of these cannot read or write. The problem is even more acute among women, particularly those living in the rural areas. Deeply engrossed in their day-to-day struggle to live, and because of cultural traditions, they may be apathetic and leave voting to their husbands.

On the other hand, all white voters are registered and have taken part in elections before. The National Party, which has large resources and electoral experience, has no keen interest in enabling the majority to vote.

In this regard, the ICFTU Committee on Human and Trade Union Rights which met last week has approved a decision to launch a project to assist the democratic trade union organizations urgently to organize voter education programmes. We urge the ILO also to assist the non-racial South African trade union movement in this gigantic task.

While the trade unionists have to devote themselves to providing the above additional services to the workers, it has been brought to our attention that political developments in the country have not led to a reduction in the number of arrests and dismissals of trade unionists. Massive collective arrests and dismissals took place during the course of industrial disputes, highlighting the absence of legal protection of strikers. It has been reported that employers continued their collusion with the security forces to repress strikes and disputes with violence. One hundred and ninety members of the construction workers' union (CAWU), 371 members of the teachers' union (SADTU) and 396 NEHAHU members in the health sector were thus arrested. Thirty-one NUMSA members and 30 POTWA members were also arrested recently. In this context, therefore, I fully support the Committee's request that the South African police force should be reformed so as to enable it to adapt and develop itself from a force dedicated only to law enforcement to one which can respond to the needs of the community.

COSATU and NACTU leaders are living in insecure conditions, their lives being under constant threat. Two weeks ago, the house of NACTU's General Secretary, Cunningham Ngucana was raided by police. This has also happened a couple of times before. The ICFTU strongly condemns the South African Government for this outrageous act. It also condemns the nationwide raid against the PAC's offices and the arrest of 77 of its members on 25 May 1993.

I wish to associate myself with the Worker Vice-Chairwoman of the Committee to request that the South African Government should also expedite measures to extend labour legislation to all workers in South Africa, including those in the bantustans. We have also noted with concern that the proposals made so far concerning legislation to cover the public sector and farm and domestic workers, contain substantial restrictions on trade union rights. Furthermore, we have learnt that some provisions in the draft Child Care Act would entrench and further expand the exploitation of children, particularly in agriculture. It appears that employers will be permitted to hire children between the ages of 12 and 15 for pocket money, subject to certain restrictions on hours and conditions of work.

The ICFTU has continued to provide every form of assistance to the independent trade union movement in the field of organization, education and institutional building, in addition to legal and relief assistance. This assistance has been coordinated through the ICFTU Coordinating Committee on South Africa and it will continue.

At its meeting from 9 to 11 December 1992, the ICFTU Executive Board adopted a statement in support of the Democratic Trade Union Movement in South Africa in the transitional period, pledging the assistance of the international free trade union movement to the democratic South African trade union organization in addressing the socio-economic inequalities, particularly in the fields of education, health, housing and social welfare.

You will recall that last year, on the recommendation of the Committee on Action against Apartheid, the Conference called on the Government of Malawi to release immediately the Malawian trade union leader, Chakufwa Chihana. Moreover, at the end of last year and early this year, the ICFTU jointly with the South African Trade Union Coordinating Council (SATUCC) sent two high-level missions to meet President Banda and other government ministers in order to request the unconditional release of our colleague. I am pleased to report to this session of the Conference that Brother Chihana was released last Saturday. I wish to express our thanks to the ILO for its prompt action in this case of violation of trade union rights, and I would also like to take this opportunity, on behalf of my organization, to express thanks to all the trade union organizations who are members of this august assembly for the pressure which they have been able to put on the Malawi Government, thanks to which Chakufwa Chihana is alive and well.

Finally, I would like to express the ICFTU's fullest support for the request of Mrs. Carr, Workers' Vice-Chairwoman of the Committee, that the Report be endorsed unanimously by the Conference so as to send an unequivocal and clear message to the South African Government that we wish to see the elimination of the abhorrent system of apartheid very soon.

Mr. MAKHANDA *(representative of the Pan-Africanist Congress of Azania)* – Please allow me to wish all of you grace and peace.

On behalf of the Pan-Africanist Congress of Azania and its President, Clarence Mlamli Makwetu, who was to address this august body today but was prevented from doing so by some unforeseen circumstances beyond his control, allow me to congratulate Mr. Abdel-Hak on his unanimous election to the presidency of the 80th Session. I am more than confident that he will successfully steer this Conference to its objectives. His country, Egypt, is one of those that have been in the forefront of our struggle since the 1960s. We not only received from it moral support but also material resources. I am also proud, on a personal note, to be a graduate of one of Egypt's colleges outside Zamalek.

I must also congratulate the Director-General, Michel Hansenne, for several reasons. First, for his reelection to a well-deserved second term. Second, for the incisiveness of his *Special Report on the application of the Declaration concerning action against apartheid in South Africa.* Third, for his promise to assist Africa. Very few public figures keep their word after taking office, not out of malice or out of dishonesty. The Director-General has lived up to his promises. He has even visited Africa on several occasions. My delegation wishes him well and prays that God will give him strength and wisdom in his endeavour.

May I also be allowed to extend our congratulations to Mr. Ejalu, Minister of Labour, Uganda, and Chairman of the Committee, to Mrs. Carr, the Workers' Vice-Chairwoman, Mr. Hernandez, the Employers' Vice-Chairman, and also to the representative of the Director-General, Mr. Abdel-Rahman. I also wish to acknowledge the front-line States and those governments that have supported us, and all the members of the bureau and the secretariat for having helped us in getting this far in our struggle for justice, peace, prosperity and democracy.

On 6 March 1993 at the World Trade Centre in Kempton Park, South Africa, we seem to have at last set ourselves on the path to wrestle with the dismantling of apartheid, in accordance with the wishes of our people and members of the international community. The details of these events are aptly recorded in the Director-General's Report and its supplements. I would only like to mention here that we in the Pan-Africanist Congress (PAC) have been able to participate because this forum met our former objections to CODESA.

The new forum, which met on 1 April 1993, was highly representative and inclusive (26 organizations and parties participated and are participating). It is transparent, not only to the printed media but also to the electronic media. All parties and organizations, including the party in power, have equal influence in the deliberations and decisions of this multi-party forum. Its decisions should therefore assist this body as to the progress being made towards democratization in our country. No single organization or individual can now issue statements about any major action that has not been agreed to by the plenary of this forum.

The PAC's programme for a new dispensation has been very precise, concise and comprehensive. Since we last met here, we had the opportunity to hold bilateral meetings with the delegations of the party in power, led by the Foreign Minister, Mr. Pik Botha. Both of these meetings took place in Gaberone, Botswana. The last meeting in Gaberone included members of the South African Defence Force and the police and, on our side, the Commanders of the Azanian People's Liberation Army (APLA).

In the first bilateral meeting, we both agreed on the need for elections and hoped to start the machinery going, at least by starting up a registration process as early as last March. The second meeting ended in a deadlock, but all parties agreed to keep the lines of communication open.

Our demand was and is for the establishment of a transitional authority (TA) with full executive and legislative powers in areas of the budget, security forces, media and elections. The TA would arrange for elections for a constituent assembly to draw up a Constitution, to be held under the most stable of conditions as soon as possible. We are therefore happy that the conclusions before you have captured in a very clear form that wish of our people. We therefore ask, request and plead for an unconditional adoption of these conclusions.

We have had other bilateral meetings with a number of participants in the multi-party negotiation forum. An overwhelming majority of them, including those from the so-called Bantustans ("homelands") and traditional chiefs are in agreement with the broad principles of our positions. We have continued to enjoy their support in the various structures of the forum.

It is our firm belief and conviction that, unless the armed forces in South Africa are brought under joint control of all parties in the forum, our country will never experience peace and stability, and as a consequence be unable to restore investor confidence and economic growth. I am not going to enumerate here, for lack of time, the litany of violence raging inside South Africa since we last met. Nor can we honestly say we hope to have in the near future free and fair elections under such conditions. Here again we wish to be on record as appreciating the Committee's sensitivity to this issue in their conclusions.

Some of the critical points in the conclusions before you concerning issues will be dealt with very adequately by my compatriot from the African National Congress. Allow me to conclude by elaborating on the following.

My organization has been portrayed as radical, racist and bent on eliminating white compatriots. Nothing could be further from the truth. I have told you what our objectives are. Is seeking genuine negotiations, democracy and peace racist or radical?

A number of allegations have been made in the media about our military component structures killing white women and children and, more recently, white farmers. Suspects to these deeds have been apprehended. They were found to be connected to liberation organizations, but not to the PAC or APLA. The media never published these facts with the vigour they did against the PAC. One wonders what happened to their honesty, integrity and professionalism.

On 25 May 1993, the Minister of Law and Order, Mr. Huines Kriel, unleashed his forces against the PAC nationwide in the early hours of the morning. This was done in a truly Gestapo fashion. No one was spared, including our President's residences. Seventy-two leaders and members were dragged to jails all over the country. The Minister and State President de Klerk assured the populace on national television that criminal evidence had been collected over time connecting us, the PAC, to murders and killings.

Seventy-two hours after these arrests, the only charges that could be brought were made against four of our members, namely, that they possessed illegal ammunition – not even arms. The negotiating council vigorously took the Minister to task in a five-hour public debate, which was carried live on television, not only for failing to come out with evidence against the PAC, but also because the Minister had always been against the PAC's continued participation in the forum. A number of those who had been arrested included members of our negotiating team.

We are committed to a peaceful resolution of the conflict in our country. We are committed to a cessation of all hostilities. But this must be mutual. Our history and long experience in this struggle have taught us that where power is concerned, logic, wisdom and truth must reign supreme.

In conclusion I would like to thank most profusely the Group of Independent Experts. They have displayed a high level of professionalism and intellectual honesty in carrying out their mandate. We, in the PAC, are so much the richer because of their work. A free and democratic South Africa/Azania will have a place for their professionalism. The events at the World Trade Centre on 15 June have vindicated their assessment and ours that the Declaration must be maintained until apartheid is completely and irrevocably dismantled with the adoption of a non-racial and democratic Constitution.

Mr. TAPIOLA *(Workers' delegate, Finland)* – On behalf of the Nordic trade unions, I wish wholeheartedly to endorse the conclusions of the Committee on Apartheid. It is my privilege and pleasure to reaffirm our friendship and solidarity with, and our full support for, our trade union sisters and brother in South Africa, COSATU and NACTU.

I particularly share the concern expressed by the Group of Independent Experts in their report on action against apartheid. There is a serious danger that assistance is declining at a time when the need for it is growing. One phase we hope, is ending – although it has not ended yet – while another phase is beginning – of construction and reorientation, community – and institution-building, cooperation and conciliation.

For this new phase we need both a plan of action and the resources for it. The outline of such a plan is to be found in paragraph 17 of the conclusions. For some time, and certainly since the Harare Conference in May last year, we have been putting together the elements of such a plan, which is the ILO contribution to a better, democratic future and the social improvements it will bring.

The Director-General will no doubt report in greater detail to the November Session of the Governing Body on the formulation of this plan so that further positive decisions can be taken. The November Session will in any case have to discuss in some depth the follow-up to these Conference decisions. We can only hope and pray that conditions will then be ripe for reviewing the application of the Declaration concerning action against Apartheid.

The situation in South Africa is and remains volatile. What is clear at any event is that action against apartheid will be on the agenda of the 1994 Conference. I understand paragraph 21 of the conclusions to mean that a review of the Declaration will be put on the agenda should the situation improve, that is, if a transitional executive council is set up and the other elements of the long-awaited decisive turn away from apartheid become reality. Naturally, the Conference should then also be informed of the plan of action and the progress made in its implementation.

If there are no such positive developments, if there is no decisive change, or – even worse – if the situation deteriorates and our hopes turn sour, then the Declaration and the action it proposes will remain in force and will remain a normal agenda item for the Committee on Apartheid.

This all boils down to the fact that the Conference next year will still be considerably exercised by the question of dismantling apartheid, whatever the actual state of affairs is then.

At one stage, when we were further away from what we hope will prove to be change, we thought, perhaps naively, that there would be one big turning point, that the day would come when the wall comes down as it were. We now realize that instead of one turning point, there is only a series of events, some of which have already started while others are far off. The sum of all these events is the change which will ensure the demise of apartheid.

Steering a course through the waters of change is a dangerous enterprise, as the alarming level of violence in South Africa demonstrates. The Nordic trade unions fully support the conclusions of the fact-finding mission of the International Confederation of Free Trade Unions, which in early February called on the international community to intensify its assistance in countering violence and helping to guide South Africa through its first free elections.

Violence takes a heavy toll on South Africa in terms of human life. It is a major destabilizing factor and is exploited by those who resist democratization, including elements of the present security forces and of the Government itself. Violence ties up the resources of the trade unions and thus in more than one way impedes the necessary construction of a non-racial, democratic society and its labour market. This is why there is an urgent need to direct more assistance to COSATU and NACTU to counter this violence.

Since the Harare Conference, the last year's Conference which endorsed the Recommendations, we have operated on the assumption that there are two possible scenarios – the positive and the negative. The positive scenario is embodied by an ILO Plan of Action, the foundations of which have already been laid. In specific terms, the implementation of what will now become a more comprehensive plan has started with technical assistance to COSATU and NACTU and later to the tripartite bodies, and the follow-up to the recommendations of the Fact-finding and Conciliation Commission of the ILO. The negative scenario, of course, is a situation of no change or deterioration, possibly with increasing violence.

I wish to conclude with some observations which refer again to the justified and grave concern about diminishing assistance from the world community in a critical period and the prospects of assistance in the future. Assistance does not only mean money. It means advice, concern, commitment and support in all their forms.

Others have referred to the "last mile" and so shall I. This last mile is proving to be rather longer than we may have thought, and it will be followed by other long and arduous miles. There is so much at stake in this transition, and we have already invested so much in it, that we must ensure that the necessary assistance is forthcoming.

We are not only eagerly waiting for something to end, we are impatiently waiting for something to begin and get under way. And the ILO and all its constituents – individually and in concert – must be part of that process.

Original Arabic: Mr. A. KHALIL *(Minister of Social Affairs and Labour, Syrian Arab Republic)* – The Arab group, which is tripartite and includes governments, employers, workers and of which I am honoured to express the views on the report we are now discussing, would like to declare its deep satisfaction with the work of the Committee on Apartheid this year. The group would also like to express its thanks to the Committee's Chairman, the Minister of Labour and Social Affairs of Uganda, and to the Committee's members for their distinguished efforts and especially for the serious and objective nature of their discussions and conclusions.

We in the Arab group fully support the continuation of the multilateral negotiations now taking place on the future of South Africa, but we hope that these negotiations will not become bogged down. At the same time we would like to express our profound concern regarding the violence and massacres which have cost the lives of thousands of black citizens, and we condemn those who instigated these massacres. We also condemn the continuation of the arrest and detention of a large number of people, including trade unionists and nationalist leaders, on the basis of trumped-up charges. We should note that only inconsequential changes have taken place in the practice of apartheid, that these changes are imperceptible in everyday life and there has been no change in the general social climate. Institutions of apartheid such as Bantustans and the parliament continue to exclude the native black population, and the social and economic legacy of apartheid still separates whites and blacks in South Africa. In all cases, we see that the developments in South Africa do not satisfy the conditions laid down by the General Assembly of the United Nations and the Organization of African Unity. These are organizations whose resolutions and recommendations are particularly important to us. We insist especially on the need to release quickly all political prisoners, to allow the return of deportees and to allow national labour movements to work freely.

As for the report before us, we endorse all the conclusions in the 21 subparagraphs of paragraph 47 because the application of these recommendations is the least we can do in this transitional stage to expedite the dismantling of this vile apartheid system, which is based on exploitation and plunder.

We would like to reiterate our view that it is premature to suspend the Declaration concerning Action against Apartheid and the conclusions of the tripartite conference held in Harare in May 1992 or to consider the dismantling of the Committee on Action against Apartheid, because apartheid is still practised. We are also against the lifting of the arms embargo. We support the continuation of efforts made by the ILO, in cooperation with the international community, to contribute to the establishment of a society in South Africa based on democracy, equality, justice and stability. We also support an increase in the level of aid given by the Organization to national liberation movements.

The Arab group does not favour adopting an excessively optimistic view of the situation. We believe we should not lessen the pressure we are applying now that it has proven effective. We are awaiting with interest the conclusion of an agreement on the establishment of a Transitional Executive Council in the near future, and we welcome the proposal to hold elections next year. We would like these elections to be held under neutral, international supervision to ensure that they are fair, and we hope that every effort will be made to draft a new constitution guaranteeing equal rights for all citizens without discrimination.

The International Labour Organization, which has played a special role in dismantling apartheid in South Africa, will be called upon to aid and support the people and workers of South Africa in drafting new labour legislation in accordance with international labour standards and in reorganizing living and working conditions in many fields. Some of these will include job creation, labour administration, the reorganization of placement services, industrial relations, collective bargaining, productivity, training, the development of human resources, and workers' education.

The Arab group, in its tripartite composition, took a stand on this question as early as 1962, when the question of apartheid was for the first time placed on the agenda of the Conference. Our group is aware of the suffering of persecuted peoples in as much as it realizes the sufferings of the Palestine people. That is why we will always maintain our position in support of the struggles of these peoples until they achieve complete independence.

Mr. LARSEN *(Government adviser and substitute delegate, Denmark)* – I have the honour to take the floor on behalf of the European Community and its member States, in our debate today on the report of the Committee on Action against Apartheid.

We would like first of all to congratulate the Director-General on another excellent Special Report on the Application of the Declaration of the Policy of Apartheid which we have read with interest. Let me, at this juncture, express the hope that it be one of the last reports.

The European Community and its member States have been eagerly following the democratic process in South Africa and maintained that the abolition of apartheid must be brought about peacefully. We continue to call on all parties to avoid violent action and have supported a curbing of the violence through the European Community observer mission in South Africa and by sending experts to cooperate with the Goldstone Commission. We are ready further to assist in any appropriate way to bring the present process to a peaceful conclusion. Although the process is still fragile we are confident that an interim arrangement in the form of a Transitional Executive Council could soon be established. Soon afterwards a democratically elected Assembly could draft a constitution. In this regard, we have taken note of the proposed date of 27 April 1994 for elections. In recognition of the fundamental changes which have taken place in South Africa in recent years, the European Community and its member States have lifted most of the restrictive measures they imposed in 1985 and 1986. Following his recent visit to South Africa acting as President of the European Commission, the Danish Minister of Foreign Affairs at the Council's meeting of Foreign Ministers on 8 June this year announced the Community's decision to lift the measures imposed by the Community once a Transitional Executive Council is in place. Furthermore, positive measures would be adjusted with a view to creating further incentives for the negotiation process. Among measures under consideration are the upgrading of the EC office in South Africa to a full EC delegation and the lifting of the restrictions on cooperation in the sphere of security. The European Community and its member States are also ready to enter into a dialogue on future EC-South Africa economic relations with a representative Transitional Executive Council. Furthermore, reporting under the code of conduct for European enterprises in South Africa will be discontinued.

Heads of EC missions will report annually on developments in the area of labour conditions, in particular, concerning equality of opportunities.

Let me finally add that the 12 EC Ministers for Overseas Development decided, on 25 May, that once a Transitional Executive Council was in place the European Community and its member States would launch a new development initiative and enter into dialogue with the Transitional Executive Council on development matters.

The role of the ILO in relation to a peaceful transition to full democracy in South Africa should not be underestimated. This has been made clear on several occasions and highlighted at the Tripartite Conference on Southern Africa in Harare, which the European Community and its member States generally endorsed. We did, however, say that we regarded certain aspects of the updated Declaration and Programme of Action as obsolete. Given the relative progress in the negotiation process since then we would hope that the Declaration could be formally rescinded at the International Labour Conference in 1994.

With regard to the conclusions of the Committee on Action against Apartheid which this session of the Conference is asked to endorse, the European Community and its member States hold the view that these conclusions, along with statements and actions in other forums, send an important message to all parties involved in the negotiating process in South Africa. We must therefore be sure that we encourage this process indicating, on the one hand, the close monitoring by the international community of developments in South Africa but, on the other, also indicating our willingness to lift the remaining pressure as soon as a Transitional Executive Council is in place. With this in mind, we are in agreement with the conclusions in general, noting a more positive tone than previously.

We do, however, have reservations regarding some paragraphs in the conclusions and particularly the specific wording of paragraph 21. In our view, it is of the utmost importance that the International Labour Conference next year be in a position formally and finally to rescind the Declaration – given that the necessary conditions prevail – and not only reword the Declaration. We would have liked to see a more concise text to that effect.

Having said that, we endorse the report.

(Mr. Tabani takes the Chair.)

Mr. GRANTHAM *(Workers' adviser, United Kingdom)* – On behalf of the British Trades Union Congress, I wish to express our thanks to our excellent Chairman, Mr. Ejalu, the Minister of Labour and Social Affairs of Uganda, and to our Reporter, Mr. Veltheim of Finland, for their work in leading the Committee on Action against Apartheid to a valuable report and one which we hope will be endorsed today.

We welcome the present political negotiations in South Africa and the agreement on a provisional date for elections next April. The withdrawal of the Inkatha Freedom Party (IKP) from those talks is a serious threat to stability and poses a danger that who those oppose free elections will take further steps to increase violence as a means of delaying or preventing those free elections. Such a development would be very serious. We call on the IKP and those other groups which have withdrawn from the political negotiations to return and show that they, too, accept that the only way forward is to hold democratic elections free from the threat of violence.

Our friends and colleagues in COSATU and NACTU are known to be targeted for attack by the forces which oppose transition to democracy. They have to change their living quarters regularly to prevent the assassins from finding them. We know a number of those who visited this session of the Conference this week fear that they may not live to see the outcome of free elections. Yet, the trade union movement is so well established and so representative in South Africa that these threats and dangers cannot halt the enormous pressure from trade unionists for progress towards a full democracy. We express our hope that the present constructive talks between COSATU and NACTU on a merger will come to fruition because a united trade union movement in South Africa will be an even more potent force for peace and democracy in the future.

All workers need proper democratic rights and the ability to organize and be represented. We call on the South African Government to repeal the Bantu Homeland Citizenship Act and to reincorporate the bantustans into South Africa so that their people can take part in next April's elections. Furthermore, we ask that the basic labour laws be extended to workers in bantustans and to the domestic and farm workers in South Africa and to workers in the public sector, all of whom are denied such rights at this point in time. To hold free elections that command worldwide respect, there must be an electoral commission and an independent media commission. In addition, the ILO must give urgent help to the trade unions and other democratic organizations in South Africa to enable them to provide education for their people on how to exercise the right to vote that most of them have never enjoyed in their lives.

The TUC was part of the ICFTU Fact-finding Commission to South Africa in February this year which concluded that the South African Government was directly or indirectly involved in the violence. This major danger to the peace process is why the ILO cannot withdraw or suspend the Declaration concerning action against Apartheid until there is clear evidence of irrevocable progress towards democracy and an end to the institutions of apartheid confirmed by the Transitional Executive Council which we hope to see appointed shortly and other democratic bodies in South Africa. Until that stage is reached, our work must be concentrated on pressure on the South African Government and other bodies to end the violence, to open to all people in South Africa the right to vote and to control the police and the armed forces and the other armed groups that have posed such a serious danger to the lives of ordinary people in South Africa in the past years.

When progress to democracy is irrevocable, there will be need for the plan of economic help and assistance referred to in conclusion 17 of the report. That help is needed to assist whole generations of workers in South Africa deprived of proper education, training and employment by the destructive policies followed under apartheid over so many years. In this spirit, the TUC wholly supports the report of the Committee on Action against Apartheid and calls for its unanimous adoption by the Conference.

Mr. DESSER *(Government adviser, Austria)* – Let me first of all congratulate the Director-General on his Special Report on the application of the Declaration concerning action against Apartheid. The Report assesses progress made in the democratic process and in relation to new forums of cooperation in the socio-economic field. Although the current situation is not fully stabilized, we have reason to hope that the establishment of a Transitional Executive

Council and ultimately the elections foreseen for April 1994 will confirm the fundamental changes that have occurred in South Africa recently.

Austria has always supported these developments. We believe that the full commitment of all parties to the peaceful establishment of a multi-racial society guaranteeing equal rights for all is also the necessary basis for further improvements in the social and labour field.

In this context, we generally welcome the balanced conclusions in the report of the Committee on Apartheid. In particular, a reconsideration of the merits of the Declaration concerning action against Apartheid in South Africa in light of current trends seems more than timely. We hope that the situation, namely the creation of a Transitional Executive Council and the holding of general elections, will make it possible to suspend or rescind the Declaration.

The action of the ILO in South Africa will however be of major importance: technical assistance can help the establishment of a democratic social partnership and improve the overall economic and social situation of the country.

Original French: Mrs. FAUCHERE *(representative of the World Confederation of Labour)* – The World Confederation of Labour would first like to congratulate the Committee on its excellent work. The WCL was also very happy to learn that an agreement was reached on 1 June between the 26 members of the forum responsible for negotiation on the country's political future concerning the holding of free elections on 27 April 1994.

Nevertheless, the WCL strongly recommends caution to all parties concerned – trade unions, NGOs, the ILO and the international community – vis-à-vis the Pretoria regime and in particular the extremist groups which are doing their utmost to sabotage the negotiations and halt the transition to political and constitutional reform in the country.

Under these circumstances, the World Confederation of Labour reaffirms its determination and its commitment to proceed with its action until such time as discriminatory practices of all kinds disappear in South Africa. As confirmed during a recent mission to South Africa, it will seek, in cooperation with other social forces, to ensure that the pace of legislative, administrative and other measures is speeded up so that a policy providing for equality of treatment at all levels, particularly in the fields of employment, education, health and housing, is implemented for all, irrespective of race, creed or sex.

Despite the repeal of the legislation that bolstered apartheid, the WCL notes with dismay that certain discriminatory laws are still in force and that wide disparities still exist in South Africa. In the case of labour legislation, workers in many sectors are still being discriminated against because the Ministry of Labour has reserved special powers for itself, particularly as regards collective bargaining and the fixing of wages and salaries.

Apart from the transition to democracy in South Africa, the WCL reaffirms its support for the establishment of a constituent and sovereign assembly and an interim government and for the negotiations between representative organizations in the country with a view to building a post-apartheid society based on democracy, peace and social justice.

The WCL also calls for the release of all political prisoners, the repeal of all repressive and discriminatory legislation, the extension of the Labour Relations Act to all workers and the disbanding of the special forces.

The WCL urges all international organizations, and in particular the ILO, to take steps to support the democratic trade unions and the liberation movements in the implementation of their training and education policies so as to ensure that young people and women in particular have access to the labour market.

Considering that the majority of the population of South Africa has never voted, the WCL supports all initiatives taken by international organizations, especially the ILO, to carry out essential educational work among the electorate. The majority of the people of South Africa will then be able to opt with greater facility for a new democratic South Africa, which can take its legitimate place among the free nations of the world.

Lastly, the WCL calls upon the Conference to adopt the report and the conclusions of the Committee.

Mr. LESCAULT *(Workers' adviser, United States)* – Thank you for your indulgence in allowing me to speak from the floor. I apologize to my colleagues for not rising to the podium. I would humbly ask the ILO, however, to install a secured handrailing at a minimum or access to the podium without stairs to assist those of us with a mobility deficiency.

Having dispensed with my personal plea, I would like to address the report of the Committee on Action against Apartheid, on behalf of the Workers' delegates from the United States and our organization, the AFL-CIO. For reasons that I will shortly explain, we are prepared and eager to go beyond a simple endorsement of this document and to go beyond offering our perfunctory support. We are poised to pursue actively the goals outlined in the report of the Committee.

We would like to remind the Conference that three years ago Nelson Mandela ushered in a period of euphoria and high expectations for some at the Conference, and caution for others. In those years, 1990, 1991 and 1992 the Committee on Action against Apartheid heatedly argued the merits of punitive measures aimed at the Government of South Africa. Today we have before us a document that does not call for new punitive measures, but rather positive programmes that reflect today's needs to satisfy tomorrow's objective. That objective is a free and fair election that will once and for all end the political policy of apartheid and begin the era of building a non-racial equitable and unitary democratic and peaceful South Africa. To accomplish that objective, the international community cannot wait to act until the elections are completed. The period between now and 27 April 1994 is a mere ten months. The task is daunting. For the tripartite social partners inside South Africa, our support, our encouragement and our advice are essential for the critical negotiations that will determine not only the parameters of the election but also the governance of the country leading to that election. For this reason we are extremely disappointed with the walk-out three days ago and support all efforts to keep the negotiating partners at the table.

The international community must take a more vigorous posture, a more activist approach to combat the violence that is plaguing that country. While we can sit here today and congratulate ourselves on the absence of new punitive measures in the report, we would be hard pressed to find an unemployed South African squatter family, or victim of this violence to share our self-congratulatory sentiments. Eradicating violence through monitoring, exposure, conflict resolution and conflict awareness are essential elements and create an atmosphere conducive to free and fair elections. The eradication of violence is also essential to the future of South Africa.

Those who believe that investors are going to flood South Africa the day after elections had better look at the historic trend of the business community's aversion to volatile situations. Those who believe that the election will be the clarion call to end violence in South Africa had better look at the post-election collision course between the euphoria of the victors and the despair of the losers, particularly in a highly charged election.

It is our responsibility today to commit ourselves to ending the violence immediately. We cannot wait until the voter registration process begins and have the terms of registration dictated by violence. We cannot wait until the election and then have the election results determined by violence. We cannot wait until after the election and have a new South Africa enter the stage on a violent note.

We must begin today. Our active support for the South African trade union movement and the other non-racial democratic forces is more critical today than at any other period in this long battle to end apartheid.

We tend to dwell on the immediate gratification of political change in South Africa. We cannot forget the overriding importance of building a strong and enduring foundation to voter education and awareness. We cannot forget the economic struggles that are being waged on the shop-floor as we speak today. We cannot forget the social imperatives that must be addressed to the broadest range of issues from education and housing to employment creation and affirmative action. We cannot forget the hundreds of thousands of workers, farm and domestic workers, those in the public sector, who are not covered by labour legislation. All these areas and others demand our immediate attention.

It is not a matter of paternalism or neo-colonialism. It is a collective response to a problem that goes beyond the borders of South Africa, and beyond the continent of Africa. South Africa is on the threshold of a new era. A new era means change, the opportunity to redress wrongs and more importantly the opportunity to create better, to improve upon existing models and systems. For all of us it is an opportunity to see change, learn from it, and improve our own lives. There is an adage that says "you are either a part of the problem or part of the solution".

I am pleased to report to the Conference that our organization, the AFL-CIO, and our centre for Africa, the AALC, are part of the solution. Earlier I mentioned that we are poised to pursue the goals of the report. While this is true, it would be more accurate to omit the word "poise" and say we are actively pursuing these goals.

Along with the ICFTU and other members of the international labour community, we are investigating and monitoring violence as it pertains to trade union members and other workers. We are promoting voter education to the trade union centres, COSATU and NACTU. We are supporting trade union programmes through both federations and their affiliates. We are involved in conferences that address the social and economic issues that need to be solved if this exercise of democracy is going to take root, and we have initiated a vocational training programme with the construction unions to improve the skill levels for a new South Africa.

This is not a job solely for a handful of international labour groups. This is a job for all of us. Our commitment, our resources and our expertise must be laid on the doorstep of South Africa to be freely used by South Africans in the best interests of South Africans.

This is the message of the report of the Committee on Action against Apartheid. While the success or failure of this great effort in South Africa is in the hands completely of South Africans, we hope there will never be a day when we look back and say we should have done more.

The PRESIDENT (Mr. TABANI) – I thank Mr. Lescault, Workers' representative, United States, for his valuable contribution. I have no doubt, Mr. Lescault, that your proposal which was unanimously endorsed by all the delegates present, will result in positive action by the International Labour Organization.

But on a more personal note, I thoroughly enjoyed your speech, because for a change, I heard the speaker face-to-face.

Mr. WOJCIK *(Workers' adviser and substitute delegate, Poland)* – Allow me first to associate myself with the previous speakers in congratulating Mr. Abdel-Hak on his election to the presidency of the 80th Session of the International Labour Conference. It is a great privilege for me to convey my profound gratitude to the members of the Committee on Action against Apartheid for presenting a very comprehensive and significant report on apartheid. I am pleased to express our support for the Committee's proposed conclusions.

Within the trade union Solidarnosc, of which I am a national elected officer, we have discussed the fight against apartheid in great detail and have been involved in it to the fullest possible extent. On the political level, Solidarnosc recognized the establishment by the Polish Government of diplomatic, consular and trade relations with South Africa as premature. However, once it became an accomplished fact, our trade union expressed the view that, while maintaining its relations with South Africa, the Polish Government should strictly comply with sanctions adopted by the United Nations Security Council. Consequently, further relations with the South African Government ought to be based upon the principle of proportionality, that is, they should be improved and advanced in proportion to genuine and tangible progress in dismantling the system of apartheid.

We also urge the Polish Government regularly to make information available on emerging trade links with South Africa. Our claims to that end stem from the fact that the National Statistical Bureau is unable to report adequately on the Polish companies, if any, which have trade contacts with South African counterparts.

The trade union Solidarnosc continuously supports the actions by COSATU and NACTU, both at home and abroad, by issuing statements and launching national campaigns. By way of example, information on apartheid and its effects on industrial relations constitutes an integral part of several trade union training courses. We emphasize in our actions the similarity of the struggle by the ANC for democracy and human rights with that waged for years by Solidarnosc against the Polish Communist regime. As an affiliate of the ICFTU and the WCL, Solidarnosc strongly supports the activities of both Confederations against apartheid.

Furthermore, Solidarnosc repeatedly uses its media resources to discourage Polish labour emigration to South Africa, although most recent figures appear to show a decreasing trend in such emigration. This effect may partly be attributed to the campaign launched years ago by Solidarnosc, but also to the increasing unrest in South Africa. Our campaigns are based on the conviction that, although each worker has a right to choose whether and where to emigrate, he or she needs to be aware that emigration to South Africa reduces job opportunities for black workers.

We would like to confirm our profound commitment to the peaceful and non-violent methods of struggle for a non-racial and democratic South Africa, as we ourselves used in our struggle for freedom against an autocratic system of governance. We, therefore, strongly separate ourselves from any violent acts against leaders and activists of the African National Congress, like that of the murder of Mr. Chris Hani.

We believe that the South African workers and people will further strengthen their unity and overcome the hardships and obstacles on their way forward to the final elimination of the evil apartheid system.

Original Arabic: Mr. AL AMERI *(representative of the International Confederation of Arab Trade Unions)* – Once again, and for more than 20 years now, we are demanding that oppression be lifted from the people of South Africa and that they be treated on an equal footing, without any considerations of colour of skin.

South Africa is endowed with everything in order to avoid the crises that constantly plague other countries in Africa. And yet it is faced with unemployment, especially in the cities and townships. Industrial relationships give rise to concern. The trade unions are repressed and political violence is an everyday occurrence in the industrial areas, in spite of the efforts of trade unions such as COSATU, and its appeals for peace. It is indeed extremely regrettable that violence should prevail and cause so many victims among the black inhabitants.

This state of affairs can only be terminated through international solidarity and pressure on the Pretoria Government, and through an embargo on apartheid structures. If we don't maintain pressure on South Africa, we will be encouraging all the racists throughout the world and promoting waves of violence which will be difficult to repress.

The immigrants in Europe and in other countries are victims of this situation; their economic and social rights are trampled upon. In Bosnia-Herzegovina entire towns are destroyed as the world merely watches what is being called "ethnic cleansing". In Somalia men, women, children and old people are gunned down as part of a so-called humanitarian intervention. All this comes down to discrimination, a lack of justice and a lack of respect for human values.

Our Confederation has always taken firm stands against racism and discrimination in our Arab region. Many of our workers are victims of discrimination which is not in any way different from that facing the workers of South Africa. Their rights are violated by foreigners, and they are expelled from their motherland. Once again we give our unconditional support to the demands of the black people and workers of South Africa, calling for an end to apartheid and peace, equality and justice in that country.

We request the international community to maintain its pressure on Pretoria and to continue the embargo until that Government submits to the demands of the international community, repeals all discriminatory legislation and treats all inhabitants of the country on an equal footing. We hope that the International Labour Organization will continue to play its role according to its Constitution, and that it will give full support to the workers of South Africa, and to COSATU, in particular.

The International Confederation of Arab Trade Unions supports the report and the conclusions, which define the role of our Organization as regards the rights of the workers and the issue of employment, with a view to improving the working conditions, safety and employment. Finally, we reaffirm our solidarity with the people of South Africa and their trade union organizations. We are their faithful and sincere friends and we will give them full support.

Original French: Mr. NIASSE *(Workers' adviser and substitute delegate, Senegal)* – Allow me, on behalf of the Worker members of the delegation of Senegal, to congratulate the President on his election to the Chair of this 80th Session of the International Labour Conference.

As you know, Senegal is one of the first African countries to provide a tangible support to the struggle against apartheid for the emancipation of the vast black majority and the implementation of democracy in a multi-racial society in South Africa.

This support, as everyone knows, took the form of raising the representation of the ANC to that of an embassy and through this embassy of ensuring a broad dissemination of anti-apartheid propagation.

We will all recall the term of office of President Abdou Diouf, President of the Republic of Senegal, as head of the Organization of African Unity in 1986 during which term, despite the inherent risks involved, President Diouf visited all the Front-line States and flew over South African territory at a time when there was no guarantee of security and safety.

For all these reasons and for many others as well, my delegation approves and endorses the comprehensive Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa. My delegation wishes to take this opportunity of congratulating Mr.

Michel Hansenne, Director-General of the ILO, for his courageous action and contribution to the eradication of apartheid.

Nevertheless, my delegation would, together with all those of good will throughout the world, like to emphasize that there are still very alarming events taking place in South Africa. For my delegation apartheid is far from having been abolished. Violence continues and is having negative effects on the negotiations of CODESA and tending to delay progress towards the creation of a non-racial society. The actions of extremists such as the Boipatong massacre on 17 June 1992, the events of 7 September 1992 when the security forces of Ciskei opened fire on the demonstrators and killed 29 persons, the murder of Chris Hani – all these events and the difficulties of the Government of South Africa in controlling matters are leading the country to an economic situation described in the Report of the Director-General, where he underscores the fact that the capital account of the balance of payments is still very vulnerable, since funds are still continuing to leave South Africa for the eighth successive year, depriving the country of at least R40 billion since 1985.

According to the same Report of the Director-General, the international financial community demonstrated its dissatisfaction vis-à-vis South Africa by applying punitive interest rates which exceeded the level of the London inter-bank offered rate by 1.5 percentage points in the first six months of 1992 and by 3 points after the massacres of Boipatong and Bisho.

Contrary to the aims of the right-wing extremists, who are attempting to retain privileges for the white race by perpetrating acts of terrorism, this situation to which we have referred leads to negative growth rates for the South African economy and will therefore have repercussions on all sectors, but particularly on employment. The South African Chamber of Business (SACOB) reported that the number of jobs lost in the fourth quarter of 1992 was 85,000 for the private sector and 5,790 in the public sector which proves, if proof is still required, that violence can have only adverse effects upon the economy of a country.

As the report states, 42 per cent of the population lived in a state of poverty in 1990, that is to say below the basic minimum level and this was a general figure. But the reality in the rural areas is much harsher since there 82.6 per cent of the black population were living in a state of poverty.

Even the whites were not spared from this situation and there was a drop in their real income between the years 1985 and 1990.

This generalized economic recession is the result of serious political violence which is a daily occurrence in the black townships. According to the report, in September 1992, the Government committed itself to progressively eliminating immigrant centres which are the cause of massacres such as those in Boipatong. Despite these promises some sectors are continuing to encourage violence by recruiting into their security forces members of Koevoet whose past involvement in the war against the South West Africa People's Organization (SWAPO) in Namibia needs no comment.

My delegation is as firmly convinced of the need to eradicate apartheid as is the great majority of the white population of South Africa which, in its referendum on 17 March 1992, clearly showed that it was in favour of a process of reform already initiated by the Government of South Africa and of guiding the country towards a democratic and multi-racial society.

In this respect, the haste with which some governments are establishing diplomatic and trade relations will not contribute positively to a solution to the situation of conflict in South Africa.

My delegation feels that the ILO, now more than ever, should study the measures to be taken to ensure respect of the positions set forth in the Declaration concerning Action against Apartheid in South Africa.

It should also establish contact with governments in relation to the suspension of political, diplomatic, military, cultural and sporting relations with the Government of South Africa, the refusal to recognize the bantustans, the refusal to allow the opening of representation offices and the entry of representatives of the bantustans in the different countries of the world, and should ensure the full implementation and respect of the embargo.

These measures, in addition to those recommended in the conclusions of the report of the Committee on Action against Apartheid, will, we are convinced, lead the Government and all the progressive forces in South Africa to a situation of greater calm, providing for the necessary transition towards the establishment of a multi-racial and democratic society.

My delegation, whilst approving the conclusions of the report of the Committee, wishes to highlight conclusion 4 which calls upon the ILO to urge the South African Government and all parties concerned to cooperate in combating violence and to exercise restraint. The conclusion also stresses the need to strengthen the mechanism set up by the tripartite constituents of the National Peace Accord of September 1992, to curb the violence still prevailing and calls for the maintenance of the Declaration concerning Action against Apartheid in South Africa until 27 April 1994.

In conclusion, the delegation of Senegal supports the efforts made by CODESA to fix a date for the elections and congratulates all parties of CODESA for their understanding and their commitment to a lasting peace in South Africa and the creation of a multi-racial and democratic society.

Mr. SALMENPERA *(Government delegate, Finland,* speaking on behalf of the Nordic countries*)* – I have the honour to make this statement on behalf of the Governments of the five Nordic countries Denmark, Iceland, Norway, Sweden and my own country Finland.

The Nordic Governments have manifested their deep revulsion and disapproval of apartheid ever since it was established in the Republic of South Africa as an institutionalized system of racial discrimination.

In accordance with the Nordic Plan of Action against Apartheid, the Nordic countries have implemented actively and vigorously different sanctions and measures to combat this system. As the guardian of social justice and equity on the global level, the International Labour Office, together with other bodies of the United Nations system, has been playing an important role in the elimination and eradication of this practice unworthy of the human community. The Nordic Governments wish to pay tribute to this action. Our task now is to make an accurate evaluation of the present situation and draw the right conclusions for the future action of our Organization.

Over the past three years, we have witnessed considerable political progress in South Africa. The beginning of serious discussions between the Government of South Africa and the most important organizations representing the black majority in 1991, a referendum among the white workers in March 1992 and the recent announcement that the first free elections in the country would be held on 27 April 1994 are milestones in the process that we all support.

These changes have been duly noted by the international community and have been reflected in debates in the international forums. Last year the General Assembly of the United Nations approved by consensus a resolution which it, inter alia, welcomed the overall progress in the dismantling of apartheid through peaceful means and noted the repeal of major laws which have constituted the pillars of apartheid. It also appealed to the international community to support this vulnerable and critical process still under way in South Africa by the application of appropriate measures by the South African authorities. This is our political position also.

Recent developments have unfortunately not been as smooth as we had hoped. An example of this is political violence, which in 1992 led to dramatic killings in Boipatong and, most recently, to the assassination of the black African leader, Chris Hani.

As the Nordic Governments have stated on previous occasions, it is the responsibility of the South African Government to ensure the protection of lives and property of all its citizens. At the same time all parties are responsible for effective implementation of the national peace accord. We therefore urge all parties again to show maximum restraint in this delicate period of transition and to commit themselves to a process of peaceful change. We hope this will lead rapidly to the creation of the Transitional Executive Council and confirmation of election date of 27 April 1994.

In our view the ILO should, and could, be an active player in the overall process of change within South Africa, particularly in providing information to the social partners participating in the national economic forum and assisting the extensive programme of labour law reform which is under way in South Africa.

We welcome the programme of workshops which has already started and consider further work, inter alia in the fields of occupational safety and health in the mining industry, human resources development and employment and income policy, to be extremely useful.

We also support the future plan of action outlined in the present conclusions of the Apartheid Committee, and which is to be implemented after the Transitional Executive Council is established.

The Nordic Governments also feel that the Declaration concerning Action against Apartheid in South Africa, amended in 1988, no longer reflects accurately the policy that is needed in this situation. The Declaration has become in many places obsolete and, if the process of democratization continues as we hope, it should be thoroughly reviewed at the next session of the International Labour Conference and possibly even rescinded, if the necessary conditions prevail.

Original Chinese: Mr. ZHANG *(Government adviser and substitute delegate, China)* – The Chinese delegation supports the Report and the Conclusions of the Committee on Action against Apartheid. At present, developments in South Africa are at a critical juncture. On the one hand, people have seen the dawn of the end of apartheid, and on the other the democratic process is still meeting with resistance from certain political and social forces. The purpose of our deliberations at this session is to send an unequivocal message that the international community firmly supports the South African people in their struggle to eradicate apartheid and speed up the process towards a political solution. The Government of China and its people have always been concerned at the developments in southern Africa. We are against the apartheid system in South Africa and firmly support the South African people in their struggle for racial equality and basic human rights.

Thanks to the protracted struggle of the South African people, the past two years have seen some positive measures taken by the Government of South African, and the realization of multiparty constitutional talks whereby the parties concerned sat down together to look at ways to settle the question of South Africa. This is an important step in a democratic process. China welcomes the positive changes in South Africa in the past few years, and supports the various political forces in that country in their search for a peaceful solution through negotiation. We believe that since, under the current circumstances, there is still a long way to go to eliminate apartheid and its serious consequences and that the racist forces are still attempting to stop and undermine this process, the international community should keep up the necessary pressure and urge the Government of South Africa to take practical steps to speed up the political settlements of the South African question by removing all obstacles to it.

It should be pointed out that a political settlement is by no means smooth sailing. The parties concerned should be fully aware of this and continue to make the necessary efforts. We call for an immediate end to all kinds of terrorism and hope that the present peace process in South Africa will continue its momentum. To this end, the Government of South Africa should accept the responsibility for stopping violence and creating the necessary atmosphere and conditions for the restoration of the peace process so as to bring about an early settlement of the question.

Original Arabic: Mr. AL-SABBAH *(representative of Palestine)* – In the Name of God, the Merciful, the Compassionate! The continuing policy and the concept of apartheid and of racial discrimination, and the persistence of entities which practise this policy and apply those concepts in South Africa and in occupied Palestine, are embodied in two regimes which are similar in idealogy and practice. These practices also constitute a flagrant violation of the United Nations Charter and of the Universal Declaration of Human Rights, and are a permanent source of tension and conflict which poison international relations, prevent the establishment of sound relations between nations and people, and sow seeds of hatred between peoples. On this occasion, and given the heritage of suffering common to the peoples of Africa and Palestine, we extend our greeting to the peoples of Africa, who through their struggle and with the support of the international community, have managed to remove the regimes of racial discrimination in Zimbabwe (formerly Rhodesia) and in Namibia. We extend our particular greetings to the ANC, which is leading the struggle of the South African people to end the policy of apartheid practised by the South African regime. We emphasize that international support must continue to be given to the ANC and that the blockade must be strengthened against the apartheid regime to deprive it of any room for manoeuvre in its attempts to keep itself in power contrary to the interests, the objectives and national aspirations of the South African people.

The people of Palestine have suffered enormously as a result of the policies practised by the Israeli entity, just as the people of South Africa have suffered as a result of the policies of the South African regime. These sufferings and struggles have united the two peoples in their confrontation with those two entities, which are both characterized by a policy of colonization embodied in the practice of appropriating land and in their resort to various forms of discrimination, violence and terrorism against the lawful owners of that land, practices which confirm the racist character of colonialist regimes inspired by a racist ideology.

The relationship between the two regimes date back to 1902, when the founder of the Zionist movement, Theodor Herzl, wrote to Cecil Rhodes telling him that he was the only man who could help him. The friendship continued between Herzl's successor, Chaim Weizman, and the South African Prime Minister, General Smuts. After the Zionists named a place after the General, he sent them a letter of thanks, stating that his work in favour of Zionism had from the very beginning been an act of love and thanks. The relationship continued. Dr. Vorster became Prime Minister of South Africa. It was he who said in 1942: "We believe in Christian nationalism allied with socialism; this nationalism is called fascism in Italy, Nazism in Germany and Christian nationalism in South Africa". When Malan became Prime Minister in 1948 South Africa recognized the Government of Israel, and the two regimes subsequently took an openly hostile position not only vis-à-vis the peoples of the region but also against all human values. Relations between the two involved all domains of political, economic and military life, not to mention the nuclear field and the exchange of know-how and expertise. The cooperation between the South African and Israeli regimes in the exchange of expertise and experience extends even to the methods used in the repression of the Palestinian and African peoples in their struggle for their right to life in accordance with the Declaration of Human Rights, the requirements of national sovereignty and the principles of international law. The two regimes have exchanged expertise and experience in dealing with the States in their respective regions. Thus, the South African regime has perpetrated repeated attacks against neighbouring African States and occupied parts of their territory with the assistance of certain friendly regimes to whom they have provided help and support. The same policy has been pursued by Israel against the Arab States, and has led to repeated outbreaks of war (in 1956, 1967, 1978, 1982, etc). As well as Palestinian land, Israel occupied other Arab territories in the Golan and Sinai in 1967. In southern Lebanon, it appealed for help from the militia of Saad Haddad to reinforce its occupation, and has provided help and support to that militia, following the example of the South African regime.

Both regimes have played the same role in inciting unrest and generating instability in order to adversely affect economic and social development. For this reason, African and Arab States have been obliged to concentrate their efforts on defending their sovereignty and their borders, to the detriment of development and advancement in other aspects of life.

What is happening at present in the occupied Palestinian territories, where a full-scale blockage is being imposed on more than 2 million people, where Palestinians are subjected to ill treatment and terrorist practices, and where the crime of murder is committed in broad daylight, confirms yet again that violence and oppression are the means most favoured by racist regimes for exerting control over their subjects. A terrorist policy is being pursued against the people of South Africa and the Palestinian people, who are suffering under twin regimes, whose very similarity bears witness to a close and coordinated relationship. We are fully aware that the massacre of Kafr Qasem perpetrated by the Zionists against the Palestinian people in 1956 was repeated in 1960 in what became known as the Sharpeville massacre and that the assassination of the Palestinian leader Abu Jihad in 1987 at the hands of Zionism was repeated in 1993 with the assassination of the African national leader Chris Hani by South African racists.

The Palestinian people, who are struggling to enforce their right to return and to self-determination and to build an independent State with its capital in Jerusalem under the leadership of the Palestine Liberation Organization, their sole legitimate representative, are fully aware of the meaning of racism and of its manifestations in their daily lives in the form of oppression, terrorism and discrimination perpetrated by the Israeli occupation forces in the occupied territories. They are also aware that their uprooting and expulsion from their land were due to the support given by the imperialist countries to the racist and fascist Zionist movement. Aware of the dangers for world peace inherent in the survival and persistence of racist regimes, we wish to stress the need for the international community to take a decisive stand against those regimes and for certain major powers, who unfortunately continue to pursue a foreign policy governed by the law of the jungle, to refrain from supporting such regimes so that they may in turn be prevented from continuing to pursue their policies of repression and racial discrimination. In this way the international community would be reaffirming the right of peoples suffering under such policies, in particular the people of South Africa and the Palestinian people, to a decent life in accordance with the Universal Declaration of Human Rights, the Charter of the United Nations and the principles of national sovereignty.

In the post cold-war period we are looking forward to a new world in the true sense of the word, a world where justice and equality would prevail, a world where everybody is equal in the eyes of resolutions providing for international legitimacy and where everybody would contribute towards protection and development. We would like to emphasize this point because we are aware of the dangers of double standards with regard to international legitimacy and two sets of rules when dealing with certain problems, particularly the unjust blockade against the Iraqi people and the Libyan people and the indifference shown towards the non-implementation of resolutions concerning international legitimacy against Israel. The continuation of such policies might just give rise to a more widespread policy of racial discrimination instead of preventing it, and turn it into a standard way of conducting relations between States – policies which may lead us to the brink, to the law of the jungle, and which runs contrary to all the noble values for which mankind has made great sacrifices.

I would like to express the support of the Palestinian people for the people of South Africa. Victory is always on the side of those who fight for it.

(The Conference adjourned at 1 p.m.)

Twenty-third sitting

Thursday, 17 June 1993, 3.15 p.m.

Presidents: Mr. Gray and Mr. Abdel-Hak

REPORT OF THE COMMITTEE ON ACTION AGAINST APARTHEID: DISCUSSION *(concl.)* and adoption

The PRESIDENT (Mr. GRAY) – We resume our discussion on the Report of the Committee on Action against Apartheid.

Original Chinese: Mr. FU *(Workers' adviser, China)* – The report submitted to the Conference by the Committee on Action against Apartheid is a good document which has both taken note of the changes that have occurred in South Africa and reflected the present state of the South African people's struggle against racism. It is my sincere hope that all parties will, in accordance with the report, continue to exert pressure on the South African Government so as to oblige it to abandon apartheid at an early date. We are pleased to see the new progress over the past year in the South African people's struggle against racism. Last April multi-party constitutional discussions were resumed, the first since the breakdown of CODESA last year. The outcome of the talks signifies that the peace process in South Africa has entered a new stage, moving from procedural matters to substantive issues of drafting a new Constitution. However, we cannot lose sight of the fact that over the past year a series of violent incidents have happened in which innocent people have been killed, including the assassination of Mr. Chris Hani, General Secretary of the South African Communist Party. Indeed, his assassination has cast a shadow over the process of political settlement of the South African question and caused serious concern among the international community.

Chinese workers and trade unions have all along opposed and condemned any form of terrorism. We strongly condemn any violence undermining the democratic process in South Africa and support all the efforts made by the United Nations Secretary-General to stop the violent conflicts there. We hope that the parties concerned in South Africa will exercise restraint, resolve their differences through talks and avoid recurrence or escalation of violence so that the peace process can proceed smoothly and the goal of establishing a unified, democratic, non-racial new South Africa will be attained at an early date.

Chinese workers and trade unions have all along supported and sympathized with the South African people in their struggle against apartheid. We have all along been concerned with the development of the situation there. We supported the idea that the political settlement of the South African question should be sought through negotiation. It is our sincere hope that the South African Government will honour its commitments by taking practical and effective measures to ensure that the constitutional talks can proceed on the basis of equality and trust, and will remove all obstacles to the talks so that a new Constitution based on racial equality can be formulated at an early date and the notorious apartheid eradicated.

The democratic process in South Africa is now at a crossroads. The international community must continue to play its role by maintaining the pressure and urging the South African Government to take practical and positive steps to speed up the settlement of the problem, although there will still be some twists and turns on the way ahead and some setbacks before we arrive at a situation without racism. It is our firm conviction that the future is bright as long as the South African people of various ethnic backgrounds are united and persevere in their struggle for a unified, democratic, non-racial new South Africa that is in the interest of the South African people and will surely arise on the African continent at an early date.

Original French: Mr. ALDER *(Government adviser, Switzerland)* – My delegation has carefully read the *Special Report of the Director-General on the application of the Declaration concerning Action against Apartheid in South Africa.*

Switzerland has unequivocally condemned racial discrimination and segregation, which are obviously incompatible with its democratic and humanitarian traditions. This position has, on many occasions, been brought to the attention of the South African authorities with all necessary clarity. My delegation remains convinced that only through negotiations will it be possible to establish a peaceful, democratic and non-racial South Africa.

My Government can endorse the conclusions contained in the report of the Committee on Action against Apartheid. Switzerland welcomes in particular the resumption of multi-party negotiations and the agreement amongst the various parties to hold free and democratic elections for a constituent assembly in South Africa on 27 April 1994. This prospect, however, should not hide the sad fact that thousands of people have lost their lives in a climate of political violence. Switzerland deeply deplores this situation and associates itself with the appeal launched by the international community to all parties concerned, asking them to curb the violence and to strengthen the machinery which was set up under the national peace agreement of 14 September 1991.

It is clear that the current process of political reforms must be accompanied by economic and social restructuring. Therefore, it is desirable for our Organization to take into account progress which has been achieved in eliminating apartheid, and to provide adequate support for the social partners.

At a time when it appears that certain aspects highlighted in the Declaration concerning Action against Apartheid correspond less and less to current realities in South Africa, my delegation is in favour of re-examining ILO activities against apartheid. Switzerland believes, in fact, that we must not close our eyes to the changes which have taken place.

Original Farsi: Mr. MOHAMMADI *(Government delegate, Islamic Republic of Iran)* – In the Name of God, the Merciful, the Compassionate! It is almost four decades now since the issue of the racist policies of the South African regime was first examined by various United Nations bodies, including the ILO, as a specialized agency of the United Nations. The indefatigable attempts of the International Labour Conference have led to numerous resolutions and recommendations, all reflecting a total condemnation of the inhumane and discriminatory system of apartheid.

My delegation would like to express its appreciation to the Director-General of the ILO for his comprehensive Report and his efforts with regard to the application of the Declaration concerning Action against Apartheid in South Africa. According to this Report, some developments have occurred in the transition from apartheid to democracy in South Africa in the course of last year. Negotiations with non-governmental organizations in general, and workers' and employers' organizations in particular, multilateral negotiations to tackle key socio-economic issues ranging from economic and labour relations to housing, electricity and local governments are examples of these developments.

Although the Government and the ANC have announced that they both favour some kind of coalition government for a period of five to ten years, many issues remain unresolved, including the precise extent of the distribution of power between the central and regional authorities, the guiding principles for drafting the Constitution and income distribution.

Contrary to the proposed amendments to the Labour Relations Act, the pressure on and repression of trade unions is continuing, union offices are raided by police, numerous clashes occur between union members, vigilantes and the police during which workers have been shot dead.

Employers' leaders of 200 organizations have taken the initiative to unite under a single body as a step towards gaining international recognition and membership in the International Organization of Employers and are becoming increasingly involved in the political process under way to reach an agreement on a non-racial and democratic Constitution.

Alongside the above-mentioned efforts, large-scale political violence in the black townships of the industrial areas as well as discriminatory policies in South Africa and the instability of the economic and political system have weakened the peaceful trend towards the eradication of apartheid. Political developments have not brought much change in the social and labour fields. The number of workers who have been killed and wounded had risen to an alarming level.

Although positive developments in South Africa should be acknowledged, they are still not adequate. The Government of the Islamic Republic of Iran firmly believes that the accelerated process of the dismantling of the apartheid system in South Africa should be accompanied by the release of all political prisoners, the lifting of all restriction and repression, the removal of the complete ban on all anti-apartheid political groups and the discontinuation of the present racial discriminatory policies.

All apartheid instruments have to be abolished and the basic, national, political and human rights of all South Africans, regardless of colour or race, must be guaranteed. National elections on the basis of one person one vote must be held and a popular government must be established through free elections.

We urge the international community to maintain sanctions on Pretoria as the main instrument to reach these ends.

In accordance with the implementation of the updated Declaration concerning Action against Apartheid in South Africa, adopted at the 75th Session of the International Labour Conference, and all other resolutions against the racist policies of South Africa adopted within the United Nations system, the Islamic Republic of Iran continues its political, cultural, economic and sport sanctions against the South African regime and maintains close cooperation with the intergovernmental group which monitors the supply and shipping of oil and petroleum products to that country.

My delegation also strives to strengthen and guarantee the implementation of the ban on the sale and shipment of oil and other oil products and has made it compulsory upon the purchasers of its oil by requesting discharge certificates.

It is incumbent on every one of us to support the struggle of the South African people for the total eradication of the apartheid system and the establishment of a country in which all people enjoy equal citizenship rights and which seeks to improve the social and economic infrastructure of the country, especially for the majority of black people.

The Islamic Republic of Iran firmly believes that the discriminatory system of apartheid can be dismantled only through the unified and comprehensive efforts of all members of the international community. We are ready to play our role in this regard fully and enthusiastically.

Mr. NAYDOU *(representative of the African National Congress)* – South Africa is one step away from democracy. On 27 April we will hold our first democratic elections. We in South Africa are facing one of the most dangerous periods in our history, as the last remaining vestiges of apartheid desperately try to protect and perpetuate the legacy of apartheid.

The ILO has a rich and proud tradition. It has fought consistently against apartheid; moreover, it is a central institution which promotes fair labour standards.

The system of apartheid in South Africa has perpetuated mass poverty amongst millions of our people. It has ensured a supply of cheap labour and has controlled the costs and allocation of black labour. Though we are confident that we will triumph against economic apartheid, we believe that this struggle will take several generations.

We have some of the greatest wealth inequalities in the world, with the majority of black people having no access to decent housing, proper health care, education and training. The minority of whites in South Africa, on the other hand, enjoy some of the highest standard of living in the entire world. We believe that in order to rid ourselves of apartheid we have to address the basic needs of the majority of our people.

Democracy in South Africa should mean more than just a vote. The ILO has a historic mission to ensure that there is no change in the date of the election, and to guarantee a free and fair election.

At the economic level, there are scores of negotiations taking place around the socio-economic reconstruction of our country. The conclusion adopted by the Committee on Action against Apartheid calls on the ILO to carry out a programme of technical assistance that allows the democratic forces in our country and our people to address the legacy of apartheid.

The negotiations that are presently taking place in the National Manpower Commission and in forums dealing with electrification, housing, local government, education and training, are priorities in a country where 42 per cent of the workforce is unemployed. We must create jobs, ensure that we have proper education and training, and ensure that we consolidate the labour legislation affecting millions of workers, in particular in reference to the Fact-Finding and Conciliation Commission report.

We believe that the planning should start immediately, and that a specialized task force should be sent to South Africa, in consultation with the democratic trade union movement and in consultation with the various forums that have been set up to ensure a smooth transition to democracy.

We believe that technical assistance must be implemented as soon as we reach agreement on the Transitional Executive Committee and a multi-party structure that will be responsible for the transition to democracy. Such a structure would be set up within a matter of weeks.

The ANC and COSATU have also called for sanctions to be lifted when agreement is reached on the Transitional Executive Committee. We therefore believe that the ILO needs to implement urgently a programme of action to assist the democratization effort of the forces that have always worked for democracy in South Africa.

You have been called, ILO, to carry through a historic mission. You are the most important tripartite organization in the world, and for us to be confident that we will have democracy that has a real meaning in the lives of millions of people, we call upon the ILO to offer the assistance requested by the democratic forces of our country. We are confident that with that assistance, we will be able to take our place in the community of civilized nations at the next session of the Conference.

Original Arabic: Mr. GHETASSI *(Workers' adviser, Islamic Republic of Iran)* – In the name of God, the Merciful, the Compassionate! We would like first of all to pay tribute to Mr. Abdel Hak and to congratulate him once more for having been elected President of this session of the Conference. We wish him full success in the task he is to perform. We would also like to thank the Chairman of the Committee on Action against Apartheid, and all those who worked for the Committee or took part in its work for their efforts, which have produced the final report submitted to the Conference.

Since the Islamic revolution of 1979 led by Imam Khomeni, may he rest in peace, the Iranian people, including the workers, have undertaken to act against the Pretoria Government. We broke off relations with the racist South African Government, and we imposed an embargo on the export of oil to the country. All oil tankers heading for South Africa were brought back to Iran.

We believe man's happiness in society is a noble objective. Independence and dignity are indispensable elements of a system based on the rule of law and justice for all, and especially for workers. This is why we must support the legitimate struggle of the workers and the underprivileged against those who are arrogant. This is the line we at the Workers' House of the Islamic Republic of Iran have adopted. We have adopted a very clear stance vis-à-vis unjust governments, and of their peoples and their causes. We support all popular revolutions, liberation movements, movements for autonomy and movements which call for freedom. We support all sincere initiatives which have no connection with the forces of hegemony and dictatorship.

Once again, we would like to affirm our solidarity with the workers and people of South Africa. We strongly condemn every form of hegemony embodied by that country. The people must wake up to the realities which will help them to take their future into their own hands and attain freedom and independence. Above all, it must be self-reliant, and must not look to international hegemony, especially the great Satan, for help.

The South African people must continue to fight, to make sacrifices; they must assert themselves in the knowledge that justice is won, not given. They must act in a revolutionary spirit, and with immense determination, to eradicate every trace of apartheid. We say to you, if you do not learn to rely on yourselves, the colonialist regimes will hold you in thrall for all eternity. But if you draw on your own strength, you will overcome the imperialist hegemony.

The special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid deserves our full attention. However, despite the information provided there is not enough detail on the despicable racist practices which prevail.

We call on the international community and in particular on the delegates at this session of the Conference to put an end to what remains of apartheid forever. We call on the International Labour Organization and on the Director-General to do everything in their power to end the injustice and exclusion suffered by South African workers as a result of apartheid, to demand the repeal of all racist legislation and measures, to support trade union organizations and to help loosen the vice in which trade union leaders are locked, to improve workers' living conditions, ensure that workers enjoy all the rights due to them, help liberate political prisoners, to put an end to all negative legislation and assist free trade unions in their efforts to train young persons, fight unemployment among blacks, organize free and impartial elections without discrimination on the grounds of colour, race or religion so that a government which truly represents all sectors of the population can be formed.

We hope that the Committee on Action against Apartheid will, in its report, call on all member States to comply with the resolutions on a generalized boycott against the racist regime, until apartheid is eradicated.

We pray that God the all-powerful will help us to achieve victory so that the poor and the oppressed can throw off the yoke of injustice. There lies the path of divine grace. The black population and the workers of South Africa will have to pay the price of this awakening but they will be victorious in the end through God's will. We wish them health, happiness and success in their struggle. We hope they will be successful in finding freedom. These are the good wishes we send to all persons engaged in struggle.

May the grace of God, His mercy and peace be with you.

Mr. FREEMAN *(Government delegate, United States)* – It is good to see a strong American tripartite presence at this session on how to end the scourge of apartheid in South Africa.

A new era is dawning in South Africa. The process of positive change is marching forward. What the ILO needs now is to adopt a position that looks forward, not backward. The ILO should be in the forefront of international organizations instead of lagging behind the curve.

Soon, a non-racial Transitional Executive Council should be in place. This will provide the mechanism for further institutional change and the complete dismantling of apartheid. My Government strongly endorses this process and believes that an active ILO role will encourage the current South African Government to stay the course against those who would delay this process through violence and assassination.

Millions of South Africans still live in poverty and despair. Everyday they confront unemployment, homelessness, illiteracy and inadequate health care. The effects of apartheid will not disappear overnight. To assist in this process, the ILO must be in the forefront of international organizations providing assistance to South Africa in labour law reform, equality of rights, job creation and many other fields within its mandate.

The conclusions reached by the 1993 ILO Committee on Action against Apartheid contain an ambitious programme of action which my Government strongly endorses.

We have been long-standing members of the Conference Committee on Apartheid which reflects our steadfast commitment to dismantling the apartheid system in South Africa and we are pleased to join the consensus in support of its forward-looking conclusions this year as we near the end of the long struggle to terminate apartheid in that country. However, we do not support the parallel, contradictory theme that also runs through the report which we believe is based on old thinking. We share the Committee's strong criticism of the incidence of violence and the injustices which unfortunately continue to occur and we share its great concern about the danger of further possible destabilizing attempts to upset the democratization process from whichever quarter it may arise. But we think the time has long since come when the International Labour Conference should switch from a policy of enunciating disincentives to a policy of promoting operational incentives. We should drop the emphasis on sanctions (particularly the rhetorical emphasis on sanctions which have already been lifted by the world community), and concentrate more on a forward-looking ILO strategy that encourages the South African Government and civil society to continue down the road to political democracy and full respect for human rights and workers' rights.

To be sure, if there are significant steps backwards in this democratization process, then there should be provision for suspending assistance to South Africa, if warranted.

We have no quarrel with the conclusion to wait until next year to issue a report envisaging a full dismantling of sanctions, but we think there is an air of unreality to a document which merely speaks of reviewing its attachment to outworn sanctions that are more effective as rhetorical devices than as practical mechanisms.

We would have preferred a statement that concentrates exclusively on a positive ILO plan of action for South Africa.

Trade union and human rights are the bedrock of labour relations in democratic societies, but they will not suffice to overcome the years of neglect and oppression in South Africa. The ILO must help local bodies to undertake a full programme of action on education and training, the improvement of labour legislation and standards, the raising of occupational health and safety standards, the promotion of equality of opportunity and treatment, and the reform and restructuring of labour market institutions and labour administration. Entrepreneurs and small businesses must be encouraged. The end result should be a robust and growing market economy to benefit all citizens. A democratic South Africa will not flourish unless it is accompanied by a vibrant market economy system that provides jobs for South Africans, jobs that pay a decent salary and provide adequate benefits to workers themselves and their families. A democratic South Africa will not flourish unless every South African can enter the job market armed with the appropriate qualifications and skills and have a fair chance to be hired regardless of race, creed, sex or national origin.

With the many pitfalls and dangers that lie ahead, the period of transition will be crucial for the future of South Africa. The country will need the maximum assistance to ensure that the process stays on course. National reconciliation and voter education will be essential to guarantee that South Africa creates the institutions to draft the Constitution of a democratic, non-racial society on a democratic basis. That means that workers will have to be educated on the meaning of and process involved in choosing representatives, that a government of the people, by the people and for the people results only when the people themselves participate and take informed, independent decisions. The Transitional Executive Council or Councils represents just one stage. The elections now set for April 1994 represent another. The ILO can help assure that these beginnings proceed smoothly. But they are only beginnings. Democracy can flourish best when it can guarantee all people food, shelter, health and employment.

The Government of the United States of America had asked that the 1993 Report of the Committee on Action against Apartheid give a full vote of confidence to the people of South Africa and their ability to achieve a non-racial democratic society in the near future. We favour streamlined procedures to allow the ILO to act rapidly to suspend the Declaration concerning the Policy of Apartheid and to undertake an intensive and far-reaching programme, once sufficient progress toward that goal was confirmed. We hope and trust that this report will allow the Governing Body and the Office to move forward.

We hope and trust that in 1994 this process will be so indelibly irreversible that the International Labour Conference will see its way clear to rescinding the Declaration and giving a full endorsement to a non-racial Government of South Africa. The ILO will then be able to participate fully in the rebuilding of South Africa, a South Africa in which every individual is equal under the law and has every opportunity to realize his or her potential. My Government has long supported international efforts to overturn apartheid. We shall stay the course. And when a democratic, non-racial South Africa has been created, we shall help the ILO to nourish and sustain it.

(Mr. Abdel-Hak takes the Chair.)

Original Arabic: Mr. HAIDOUB *(Government delegate, Sudan)* – In the Name of God, the Merciful, the Compassionate! May we be allowed to congratulate the President on his election to the presidency of this Conference.

I should like to inform you that we have read the Special Report of the Director-General on apartheid, which was submitted to the Conference and to the Committee on Action against Apartheid to bring us up to date with the latest developments in South Africa. Sudan is committed to the lofty values of equality among men. It has never ceased to monitor closely the tragic developments taking place in South Africa as a result of the apartheid system. Sudan has never ceased to express its support for all the peoples concerned, and to apply the sanctions imposed by the international organizations in the struggle against apartheid. There is no doubt that international pressure and the efforts of international organizations, as exemplified by the special Committee on Action against Apartheid and by the adoption of the Declaration in 1988, have begun to bear fruit recently, and led to the decision to hold elections.

However, we must be wary and see to it that the negotiations are not broken off, especially in the light of the political action which is still being waged against innocent people in South Africa. This is a negative factor which could undermine the success of the elections. Therefore we must strive for a favourable climate that will put an end to apartheid. This should consist, above all, in the abolition of apartheid legislation, with a view to enabling the entire South African people to participate on an equal footing in the process of transition towards a new system.

We feel that the International Labour Organization should remain faithful to the 1988 Declaration adopted by the International Labour Conference concerning action against apartheid.

In conclusion, I wish to congratulate the Chairman of the Committee and the members of the Committee for the serious work they have undertaken and the conclusions they have reached, which have been submitted to us in *Provisional Record* No. 18. The delegation of Sudan fully supports these conclusions and we hope that next year, at the next session of the Conference, we will be able to say that the noble values of freedom and equality have prevailed in South Africa.

Original Arabic: The PRESIDENT – All the delegates' comments have been duly taken into account and will be recorded.

May I take it therefore that paragraphs 1 to 46 of the report have been adopted? There are no objections.

We shall now adopt the conclusions contained in paragraph 47 of this report. If there are no objections I shall consider them adopted.

(The report and conclusions are adopted.)

I should now like to share with you some of the ideas that passed through my mind as I listened to the statements made since this morning at the sitting on apartheid.

As I said this morning, the ending of apartheid in South Africa is one of the most important issues which the Conference has had before it. I have taken note of all the excellent documents submitted to us: the comprehensive Special Report of the Director-General on the Application of the Declaration concerning Action against Apartheid in South Africa, the report of the Governing Body's Committee on Apartheid and the report of the Group of Independent Experts dealing with the implementation of decisions on apartheid.

Last but not least, I read with great interest the Report of this Conference's Committee on Action against Apartheid, as published in *Provisional Record* No. 18, and also the useful supplements which the members of the Committee have been kind enough to provide.

Your debate today showed that there is a consensus among you regarding these three reports. Permit me now, as in my wont, to cast an eye towards the future.

What we are witnessing today in South Africa is close to miraculous. We are witnessing an enlargement of the area of understanding among the different groups. In this connection we welcome the historic step forward represented by the creation of the Transitional Executive Council and the elections which have been proposed for 27 April 1994.

The winds of democratic change which are evident in the preparations for these elections and the Constitution are undeniably the sign of a historic step forward. While looking to the future, I do not ignore the tremendous difficulties which our dear friend Nelson Mandela has described as "the last mile", and I appeal to all the parties concerned to help put an end to repression and prepare the way for democratic change.

I would like to ask a question which has been on the minds of many speakers today: what must we do to encourage this historic change towards a non-racist society in South Africa?

All of us have an important part to play in this transformation to a post-racist society. I welcome all the efforts made by international and regional organizations in this connection, particularly the United Nations, the Organization of African Unity, the Commonwealth and the European Community.

Nevertheless, what is important for us at this Conference is to clearly define the role of the ILO. Here I would turn to all of you, to the Governing Body, to the Secretary-General of the Conference, and say that we should all strive together to draw up an overall programme of technical assistance in South Africa. The purpose of this programme will be to strengthen the efforts of the social partners to create a post-racist society.

To be specific, I believe that the ILO is in a unique position to provide assistance in two particular fields. First of all, it can help the different teams to devise the legislative framework and implement the laws on labour standards, as set forth in paragraph 15 of the Committee's Conclusions. Secondly, it can draw up technical cooperation programmes focusing on job creation and the enhancement of human resources, as set forth in paragraph 17 of the Committee's Report.

In conclusion, I should like to express warm thanks to the members of the Committee: Mr. Ejalu (Minister of Labour and Social Affairs of Uganda), Chairman of the Committee; Mr. Hernandez (Employers' member, Philippines, Employers' Vice-Chairman); Mrs. Carr (Workers' member, Vice-Chairwoman), to whom we wish every success; and Mr. Veltheim (Government adviser, Finland), Reporter of the Committee.

I should like to take this opportunity to express gratitude and appreciation to the representative of the Secretary-General, Mr. Abdel-Rahman, and his team for the efforts they have deployed with a view to ensuring the success of the Committee's work. Mr. Abdel-Rahman is indeed worthy, by virtue of his diligence and his tireless dedication, of the title "son of the African continent".

(The Conference adjourned at 4 p.m.)

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No. 21 – Friday, 18 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Twenty-fourth sitting

Friday, 18 June 1993, 10.15 a.m.

Presidents: Mr. Tabani and Mr. Gray

ELEVENTH REPORT OF THE SELECTION COMMITTEE: SUBMISSION AND ADOPTION

The PRESIDENT (Mr. TABANI) – The first item on our agenda is the Eleventh Report of the Selection Committee *(Provisional Record* No. 5J). If there are no objections, may I take it that this report is adopted?

(The report is adopted.)

REPORTS OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION *(concl.)*

The PRESIDENT (Mr. TABANI) – We shall now continue our discussion of the Reports of the Governing Body and of the Director-General.

Original Spanish: Mr. ANTONIOLI VAZQUEZ *(Minister of Labour and Social Development, Peru)* – I offer the President the most heartfelt congratulations of my country and myself on his appointment to chair this 80th Session of the International Labour Conference, and I extend those congratulations to the elected Vice-Presidents as well.

To the Director-General, I express my best wishes that in his next term of office at the head of the ILO his achievements will surpass the successes of the previous term.

At this session the Report of the Director-General places before us for debate a theme of great importance for the developing countries – social security. The contributions of the participants in this Conference will help us to make decisions in some cases and, in others, to endorse or re-evaluate earlier decisions. We therefore hope that the experiences we will now describe will be of interest to the participants of this Conference.

Our system of social security was devised at a time of relative economic stability; it has been deteriorating gradually because of a variety of administrative, economic and financial problems, such as structural deficiencies and inefficiently in the management of human resources, which prompted a marked drop in the quality and coverage of the services.

The economic crisis has led to a drop in social security contribution, from the State, and from workers and employers. This slump has been due, among other factors, to a contraction in real minimum wages. For example, in 1991 the real wage index had lost 70 per cent of its purchasing power and the salaries index had lost 72.8 per cent. The rise in open unemployment has also had an influence, as have the growth of the informal sector and the acceleration of inflation, which reached 7,647 per cent in 1990; compounding the problem are the arrears in the payment of contributions by the State.

In June of 1985, in a document entitled "Agreement on social security in Peru", signed by representatives of the National Society of Industry, the Confederation of Peruvian Workers, the National Confederation of Workers and the Confederation of Workers of the Peruvian Revolution, the social partners analysed the question of social security and recommended solutions. They concluded:

(1) that the social security system run by the Peruvian Institute of Social Security (IPSS) was affected by an acute crisis which was jeopardizing its very stability;

(2) that in recent years there had been embezzlement of funds which affected the financing of the pensions scheme, among others;

(3) that the management of resources at the IPSS was not only inadequate but was blatantly deficient in terms of the services offered to the insured population;

(4) that IPSS investments were marked by a lack of foresight as regards insufficient investments, the loss of resources, the illegal use of reserves, a negligent ignorance of the inflationary context facing the country's economy, and the loss of reserves owing to fraud; and lastly

(5) that the deficient and limited return in terms of services for insured people was due not to a shortage but to an excess of administrative personnel and their lack of discipline and organization.

The signatories recommended that the pensions scheme run by the State be restructured in accordance with technical criteria so as to protect the real value of pensions through appropriate alternatives and options, as defined by experts in the private sector.

The recommendations of the "Agreement on social security in Peru", signed by the employers and workers, were not welcomed by the previous Government, which allowed the irregularities we have noted to continue unabated.

At present, the health care scheme, by applying a policy of rationalization of human resources and economic and financial resources and decentralization of services, has been improving gradually; unfortunately, the same cannot be said of the pensions scheme.

The pensions scheme, based on a pay-as-you-go system of funding, was established at a time when there was a large active tax-paying workforce, a low proportion of pensioners, lower life expectancy and a lower fertility rate.

This system began to face serious problems of an actuarial deficit of insured persons; for years, imbalanced financing brought the scheme close to collapse. This was evidenced by the meagre pensions paid as well as the low real value of contributions of employers, workers and the State. The system was thus completely unable to meet current challenges and was failing to meet the most elementary obligations to pensioners.

It was necessary to create a new pensions scheme. Hence, one of the main objectives of the present Government was to establish a system which, through free competition, would seek to improve substantially pensions and extend them to other sectors. This new option was geared to ensure that funds acquired would be used to build up major sources of savings, investment and employment, and to give workers the option of selecting the new schemes.

Therefore, it was urgent and necessary to enact legal instruments which would establish appropriate mechanisms for the granting of pension sums which would be consistent with the expectations of and contributions made by the workers.

Thus, on 8 November 1991, Legislative Decree No. 724 was promulgated; it had been the subject of a painstaking analysis, leading to Legislative Decree No. 25879 and its regulations in Presidential Decree No. 206-92-EF, which created a private system of pensions. These pensions are to be administered by the so-called "Pension Fund Administrators", whose main aim is to contribute to the development and strengthening of the pension system in the country. Participation in the system is voluntary; it is financed by a contribution of mandatory and voluntary contributions from workers. Contributions are deposited in an individual account, whose balance determines the eventual benefits. Time will tell whether the decision we have taken is correct.

I do not wish to conclude this statement without paying a heartfelt tribute to our trade unionists, to our workers, industrial relations officers, heads of personnel, doctors, engineers and sociologists who have given their lives in defence of their workplaces against terrorists. This attitude has played a fundamental role in the comprehensive process of pacification undertaken by my Government, which has made it possible almost completely to dismantle the Tupac-Amaru (MRTA) terrorist group, and capture 90 per cent of the Shining Path terrorist movement.

In this context, I would like to highlight Pedro Huilca Tecse, a fine man and an even better trade union leader. We often disagreed but we would always find a common point from which to resume our negotiations. Here, in this forum, one year ago, we drew up the guidelines for a national agreement for industrial peace. These guidelines were provisionally agreed upon at the ILO regional Conference held in Caracas in October 1992, with a view to launching the national agreement in January of this year. Unfortunately, Pedro Huilca was cruelly murdered on 18 December 1992. His murderers have already been captured and identified as members of the Shining Path terrorist group and are awaiting trial. Thus, we refute all the insidious charges which were levelled concerning this painful event.

In the meetings held last year, the following people were also present: Valentín Pacho, the Chairman of the CGTP; Juan Luna Rojas, the General Secretary of the CTP; Julio Cruzado, the Secretary for International Affairs of the CTDP; and Alfredo Lazo Peralta, the General Secretary of the CATP, who today is rightly the Peruvian Workers' delegate to this 80th Session of the International Labour Conference. And I say rightly because for more than 20 years there has been a gentlemen's agreement between the various workers' Confederations and the Government of my country – an agreement according to which the representation of workers at international meetings organized by the ILO rotates among them. Last year the CGTP attended this Conference; the Caracas meeting was attended by CTP, the Peruvian Workers Central. This year it has been the turn of the Autonomous Central of Peruvian Workers (CATP) to represent the workers in Geneva. If any confederation wishes to denounce this agreement, my Government is not opposed, and will accept the decision of all the workers involved in this gentlemen's agreement.

My Government is a fervent advocate of the idea that problems between capital and labour cannot be resolved without tripartism, that is free of demagogy and the imposition of impracticable conditions. To all the workers who still think they live in the best of all possible worlds, and that nothing has changed, I appeal that they join this struggle against poverty, misery, unemployment and underdevelopment. Today, more than ever, we need to join our forces to give our children a better future.

Mr. BURGE *(Employers' delegate, United States)* – It is my pleasure to come here today to participate in the discussion of the Report of the Director-General. I extend to the President and Vice-Presidents warm greetings and congratulations on behalf of my delegation.

The Director-General correctly concludes that a great deal of technical cooperation and assistance will be needed to promote social protection.

The International Labour Organization can play a major role in assisting developing countries in formulating and implementing small-scale, less formal systems of social protection that fit the national circumstances. Considerable creativity, innovation and flexibility will be required to fulfil the prerequisites for establishing a social protection programme: full employment, steady economic growth, functioning financial markets and good governance.

In creating a social safety net one must not lose the important focus of getting people back to work. Creativity and flexibility will be required to address the needs of the workers of individual countries that are at different stages of economic development and of those economies that are in transition.

This creativity and flexibility will be critical to the future success of the ILO. It is important that the ILO rethink the strategies, structure and staffing that will drive the tactical objectives of the future. The world has changed dramatically in the past decade; the fall of communism and the shift to privatization in many countries calls for new and enlightened approaches to the ILO's responsibility for developing productive employment and enhancing social progress.

We must not fear these changes; rather, all associated with the ILO should welcome this time of transition as an opportunity to re-evaluate our strategies, our priorities, and our allocation of resources.

For several decades the International Labour Organization has heard my predecessor, Charlie Smith, advocate the use of the free market as the most efficient mechanism to allocate resources in a manner that will bring about a steady increase in the standard of living of any society.

A free market needs competition and lots of it; more competition means more choice at better price and quality for the consumer. As we contemplate the dramatic shift that we have seen from the planned economies towards the market economies, at the same time as the less developed nations have been striving to become more developed, think of the tremendous opportunities that stand before the ILO today and in the near future.

United States employers believe that the programme and budget submitted by the Director-General for the next two years is a small step in the right direction, but it only makes a modest transition to the new high-performance organization that is needed to address the changing world environment. The overriding priority of the ILO remains the development, implementation and enforcement of international labour standards.

International labour standards should not be considered as ends in themselves, but as means to balance the growth of national wealth and productive employment with social justice and security. The practical value of Conventions and other standards depends entirely on the extent to which they are ratified and enforced.

A quick study of the record of ratifications clearly demonstrates that the time and resources devoted to the establishment and supervision of standards is not justified by the number of ratifications by member States. The average number of ratifications for the 17 Conventions adopted from 1980 to 1990 is less than 12 per Convention.

The ILO must base its strategy on the establishment of a climate of freedom and flexibility which favours private initiative, a market economy based upon the autonomy of all parties, government, labour and employers, and a firm commitment to the development and training of a high-performance workforce. Thus, the international labour standards which are limited to general principles on which there is broad consensus would be a much more constructive contribution to today's world economy and competitive environment.

Employment is the first priority and should dominate all programmes of the ILO. The absence of freely chosen employment presents a serious danger to democracy and to the quality of working conditions, and is the principal source of poverty.

A period of zero growth for the budget of the ILO calls for a reprioritization of available resources. The Director-General has placed budget emphasis on international labour standards, and for the reasons just cited, United States employers feel this is an inappropriate allocation of resources.

Structural adjustment is a constant necessity for every enterprise. In my company, Motorola, if we were to become complacent and satisfied with our current achievements, we would soon find ourselves at a competitive disadvantage because the expectations of our customers would not be satisfied and our competition would pass us in service, productivity and quality. Like many progressive employers, we prepare our organization for change; all employees participate in training and education each year to keep skills current and to prepare for advancement. Goals and objectives are constantly reviewed to assure that the organization is challenged to realize its ultimate potential.

The ILO must also assess its customers' needs and continuously seek new and innovative means of response to a constantly changing environment. New alliances must be formed; staff must be retrained; new skills and abilities must be added to the ILO staff portfolio; and resources must be reallocated in a manner consistent with new priorities. New capabilities and change must be the norms in order to improve the ILO's effectiveness. The best practices of the private and public sector should be benchmarked to set the highest performance standards for the ILO.

The ILO has the opportunity, now as never before, to assume a world leadership position to help member States move in the direction of creating healthy economies and productive employment. Employers and workers must be trained and assisted in playing a part in the political and economic life of the nation. They must be helped to understand the dynamics of a market economy. Again, benchmarking best practices in this area would be an expedient way of flexibly translating the past successes of other member States to the current needs of nations in transition.

Given the lack of new resources, the ILO must re-evaluate priorities and restructure, as many major employers have done over the past decade. Clear priorities centred around the promotion of freely chosen employment must be established, specific goals must be communicated, and staff must be mobilized to utilize its tripartite structure.

The employers of the United States continue to pledge our support of and cooperation with the ILO, governments and workers, as we collectively promote policies that will create quality employment for the people of all nations.

Original Spanish: Mr. PINZON SALAZAR *(Workers' delegate, Guatemala)* – May I join all previous speakers in congratulating the President on his election to the chair of the 80th Session of the Conference and Mr. Michel Hansenne on his re-election for a new term of office as Director-General of the ILO. I wish them every success in dealing with the many challenges awaiting them.

On behalf of the working class and people of Guatemala, I wish to thank the international community for the solidarity it displayed during the abominable coup d'Etat perpetrated by the dictator Jorge Serrano Elias. I would like to take this opportunity to inform you that Guatamalan civil society, joining national and international condemnation of the coup d'Etat of 25 May, showed unprecedented determination in leaping to the defence of the country's institutions, the rule of law and the Constitution, and succeeded within 12 days in restoring full legality without spilling a single drop of blood. It now has a new Constitutional President, Ombudsman Ramiro de León Carpio.

After more than 30 years of an odious and unjust war, Guatemala has developed a culture of individual and collective insecurity, a culture of disintegration, marginalization and discrimination. Over 40,000 Guatemalans are still living beyond our borders. There are thousands and thousands of widows and orphans, the casualties of violence, who hope that social protection and security may one day allow them to lead a decent and more human life. Over 60 per cent of the Guatemalan population are live in rural areas, belonging to 22 indigenous ethnic groups. However, more than 65 per cent of the land is concentrated in the hands of 2.2 per cent of the private sector. In the countryside, social vulnerability and insecurity are a fact of life. The indiscriminate use of insecticides and pesticides affects the human environment, converting the waters of the rivers and lakes into a living threat to the rural population and destroying the forest, the mountains and the fauna in general.

The services provided by the defective social security scheme are also discriminatory because they do not cover the poorest sectors who need them most: peasants, self-employed workers in the informal economy, those living in remote areas, pensioners and the unemployed.

The Director-General addressed the issue of social insurance and social protection in his Report in full knowledge of its topicality, challenging the neo-liberal project of using adjustment programmes to deliver the *coup de grâce* to social security programmes, privatizing them and turning them into profit-making speculative ventures in the service of an already excessively privileged minority.

The Director-General also challenges and exposes those States, particularly certain developing countries, which have created a culture of privilege and corruption through social security. We can affirm from experience that social security, and the Guatemalan Social Security Institute in particular, have for 39 years been fleecing the workers and lining the pockets of the families and close friends of those who ruled the country during those years.

Social security has been used as a party political tool and nest egg for one government after another, who embezzle funds and use them for purposes that are totally incompatible with the goals of social protection and security of their compatriots.

At the same time, a culture of social indifference, neglect and insensitivity has been created and developed. The ideals of service and human fellowship have been abandoned. Owing to the misappropriation of economic resources, there are no funds to invest in the country's infrastructure, which is in a lamentable condition. Machinery and equipment remain out of order because of the lack of proper and timely maintenance. There are also constant complaints and criticism because medical supplies have run short or are outdated.

Humanitarian facilities for those in need of social security services are abysmal. It seems that everyone is conspiring to destabilize social security plans and programmes, doing their utmost to justify any attempt to privatize social security in the country.

Another phenomenon that conspires to sabotage Guatemala's social security is the dishonest and corrupt attitude of some employers, especially in certain milling and public-sector industries. The millers deduct social security contributions from wages but withhold the funds from the social security authorities. For example, between 1987 to 1992 the milling industry created more than 70,000 jobs but no more than 9,000 new contributors were recorded in the social security system. This shows the scale of the misappropriation of funds. But the root of the problem is not just economic evasion by the majority of millers. It is the callous and intolerable violation of human rights in the form of lamentable industrial social security provisions and abysmal human relations. Without exaggeration, the conditions may be described as a form of slavery. They are actually worse than those prevailing at the beginning of the industrial era. All the abuses I have mentioned occur with the complicity of the government authorities themselves, who through fear or threats of a mass exodus of the country's millers, neither comply nor demand compliance with industrial security and human rights legislation. This makes them accomplices by omission.

The application of an honest social security policy consistent with the needs and aspirations of the people is a question of ethical and moral values, but it is also a matter of developing and making the most of human potential and of having the political will to take up this major challenge, one that also concerns the ILO and its associated services, particularly those relating to technical cooperation.

In conclusion, I should like to say that I share the Director-General's concerns with regard to social insurance and social protection, especially when he says that "social expenditures merit a higher degree of protection against policies of economic stabilization and monetary restriction, and an even higher priority where budgets are unduly focused on military spending or on spending directed towards the more affluent groups of society".

It is true that in Guatemala a large portion of the budget is invested in problems of military confrontation but the signs of the time, especially the election of a new President who enjoys considerable national and international credibility, inspire us with confidence that armed struggle will very soon come to an end and the resources released will be reinvested in human development on behalf of the neediest sectors of Guatemala's population. The pessimism and frustration caused by the coup d'état of 25 May have abated and we hope that unless the corrupt mafia of our country get their claws into the new President, these feelings will turn into hope for progress in solving the problems afflicting us, especially those of an ethical and moral nature.

We trust that we can bury the rancour and hatred once and for all and devote ourselves to our country's reconstruction with enthusiasm and solidarity. I call for the same solidarity from all the delegates to this 80th Session of the Conference with the Colombian trade unionists of TELECOM who, ironically, are being deprived of their freedom and are accused of being terrorists for defending the sacred national interests of telecommunications.

Original French: Mr. BRIESCH *(Workers' delegate, France)* – Although we are not too far from the conclusion of this session of the Conference, may I take this opportunity to congratulate the President on his election and on the way in which he has conducted our work.

All the speakers before me have stressed the topical character and the relevance of the Report submitted to us this year by the Director-General, Mr. Hansenne. The situation in the non-industrialized countries and Central and Eastern Europe alone suffices to justify this Report. However, the increasing economic and social difficulties which we are encountering today in the industrialized countries contribute to providing these analyses and proposals with a universality which concerns us all.

The social security budget in France is 1,700 billion francs, an amount greater than the state budget. The entire population receives old-age, illness and family allowances, be it in exchange for contributions or through a form of national solidarity. These social systems are managed by the social partners. Nearly all of the systems' funding comes from employment income. In addition to these benefits, I should mention the system of unemployment compensation, a topic also referred to in the Report, and which in France has the same features as the ones that I have referred to here.

All of our social security schemes are in a precarious or even ill state of health. We all know the affliction – deficits. Their causes are just as well known, although they are more numerous and more complex. First of all there is demographic growth which increases life expectancy which is already among the highest on the planet. This naturally affects the pension and health insurance schemes. Then there are technological improvements, which increase costs, and the apparently insurmountable obstacle to reducing health expenditure posed by the medical and pharmaceutical lobbies. Finally, and above all, evolution of our economy, with more than 3 million people unemployed and the exclusion of young people from the labour market.

All this might cause still more exclusions and could bring about a double standard in the social protection system. Thus, my country too needs to find solutions to uphold the essential values of social protection, which include fairness in financing, a just treatment of citizens and an effective and lasting way of operating the schemes. For this purpose it is necessary for us to review the methods of financing according to two principles: firstly, that benefits available to all should be financed by all, and by all income; and secondly that those benefits which are provided under labour contracts should be financed by employment income. Otherwise the schemes may fall apart. We know that this presupposes that the types of benefit should be separated into those linked to solidarity and those related to contributions.

In the part of the Report entitled "The Agenda for Strategy" the Director-General points out quite correctly that in industrialized countries protection is nearly universal. This is true, but if we are not careful it will become more fragile and those countries, such as mine, which have been able to set up a system of efficient protection will progressively witness a deterioration of benefits as contributions increase and, above all, more people are excluded from coverage.

Our concern stretches to other continents as well. The peoples of the developing countries and those nearer to us, in Central and Eastern Europe, are in a situation where it is not a question of saving or strengthening social protection systems, but of creating or reorienting them.

The idea has been expressed from this rostrum that member States should at least ratify those Conventions relating to subjects not conditioned by the level of economic development. References have been made to freedom of association, the abolition of forced labour, non-discrimination in employment and the minimum age for employment. I do not intend to challenge or accept this argument, the merits of which can be debated some other time. I believe that the role of the ILO is in part to assist all these developing countries to reach a higher level of social protection. We do not believe that it is enough to limit ourselves to saying that Convention No. 102 has been ratified by only 35 States, challenging its relevance. There are fields which, though closely linked to the level of economic development, should be given the highest priority by the State. Social protection is one such domain. This is a field in which technical cooperation is fully justified and in which the ILO has obtained experience and become competent.

On the eve of the 75th anniversary we should bear this objective in mind along with others as we think about these matters, so as not to call into question our basic mandate, i.e. the improvement of the lot of workers. We believe that although it is sometimes necessary to stop along the path we have taken to see how far we have come, this does not mean we should stop building the very system of protection which justifies our existence. The work begun this year by our Conference with reference to part-time work demonstrates to anyone who may have had any doubt that there is a need for the ILO to improve further its arsenal of protection so that it may respond better to changes in the way we work at the end of this century. But this necessary adaptation should not lead us to abandon existing protection mechanisms which many countries have not as yet ratified, and which, we may recall, are the safety net for a minimum of protection in the world of work.

Let us hope that on the occasion of the 75th anniversary of our Organization we shall be able to record important progress in this field.

(Mr. Gray takes the Chair.)

Original Spanish: Mr. SALAS *(Workers' delegate, Bolivia)* – Allow me to extend my congratulations to the President on election to the chair of this important session of the International Labour Conference.

I would also like to emphasize the importance of the fact that the Director-General has chosen for his Report the themes of the struggle against poverty, the protection of the working people and the problems related to these central issues.

The statements of the Workers' delegates which we have heard so far have confirmed that growing poverty, unemployment, wage erosion, the breaking down of social security systems, the proliferation of child labour and other phenomena are all contributing to the impoverishment of the workers. These problems are common to a large number of countries, particularly the so-called underdeveloped countries, although of course they may have different origins, different characteristics and consequences from one country to another.

In Bolivia, the urban and rural workers grouped together in the Bolivian Workers' Central Confederation are faced with the so-called structural adjustment policies which in the social sphere impose a global strategy the ultimate aim of which is to convert the work of man into the cheapest merchandise on a market governed by supply and demand.

A law called the law of free recruitment is the instrument which has made it possible and which is continuing to make it possible for the State as an employer and for private entrepreneurs to dismiss more than one hundred thousand persons to date, raising the level of unemployment to unprecedented levels, which are masked by statistical tricks so that the results are credible only to those who have produced them. At the same time systems of work have emerged such as temporary work contracts, subcontracting, and export processing zones "*maquilas*" which leave it to the discretion of the employer to fix the wage and the duration of the contract and which have eliminated any form of legal insurance and protection for the workers who are obliged to submit to these new forms of exploitation.

The privatization of state enterprises, without account being taken of production factors, public investment, profitability, or even less national interest, has begun to show its anti-social dimension in the form of further dismissals of workers, reductions in wages and the elimination of rights acquired by the workers during many long years of struggle. What is serious is that the State is relieved of any responsibility as regards the management of the national economy, the distribution of any surplus, leaving the economic, political and social development of the country in private hands, which are rather transnational that national, and at the same time, concentrating wealth amongst a tiny fraction of entrepreneurs to the detriment of the population at large. It is also necessary at this point to state that this policy of extreme privatization is not the result of national need and necessity but rather the consequence of the commitments which the Government has been obliged to make to multilateral and multinational organizations, such as the International Monetary Fund, the World Bank, the Club of Paris, etc.

The system of social security based on the principles of solidarity, universality and contributions from the workers, the employers and the State is seriously threatened by these neo-liberal currents, which are presented under the euphemistic terms of reform, modernization, the right to choose and other such euphemisms which in fact seek to eliminate these rights and place the burden exclusively on the shoulders of the workers, and, into the bargain, allowing private capital to manage the funds provided by the working population.

Needless to say, the cutting down of labour costs is the main reason for the imposition of this system, which in no way is new and which cannot in any sense be called social security.

On the other hand, the Bolivian workers are not unaware of the weaknesses and difficulties which at present affect our system, and for this reason we have tried to establish measures which must be adopted to guarantee the solvency of the social insurance system.

These measures are: to guarantee the strict payment of contributions by the workers, employers and the State as laid down by law; to recuperate the debts running into millions owed by private entrepreneurs and state enterprises in respect of contributions and the improper retention of workers' contributions; to ensure that those responsible pay the costs of the negative repercussions of these massive dismissals; to extend the universe of insured persons within the single social security system; to eliminate the bureaucracy and partisan nature of the social insurance; of social security management machinery to eradicate corruption.

There is no doubt whatsoever that the possible application of the so-called "reforms" or "modernization" of social insurance in Bolivia will mean a real tragedy for many hundreds of thousands of beneficiaries and persons entitled to benefits, who would thus lose their only opportunity of obtaining medical care and an old age pension or disability pension. In other words, they would be absolutely destitute and would have no means of subsistence whatsoever. Considering the serious implications which would result from this so-called "reform" with which we are threatened, my organization will very shortly organize a National Congress on Social Security, the aim of which will be to identify weaknesses in the functioning of the social insurance system and to try to define ways and means of maintaining social insurance within the context of solidarity and universality and efficient management.

The harsh experience of the workers and the majority of the population following the introduction of the neo-liberal model has convinced us that social cruelty is inherent to this concept and its implementation. The growth of the informal sector of the economy, the exodus of workers from rural areas towards the cities, the increasing number of child and adult beggars are all evidence of the truth of what we are saying. No matter how many commitments are made by the Government to the effect that the social debt will be paid, these conditions are not changing; indeed they are getting worse, despite the statistical manipulations which seem to indicate improvements at the macro-economic level and the aim of which is to present Bolivia as a country of development and economic boom.

This panorama must necessarily have consequences at both the political and social levels, particularly since attempts are always made to link democracy with structural adjustment policies. This creates an image in people's minds of a political regime which instead of solving our problems does exactly the opposite; and the same applies as regards relations between the State, entrepreneurs and workers, simply because it is not possible for them to sit down together and develop economic and social policies which take into account the interests and essential needs of the workers and the majority of the population.

For these reasons, it is imperative to strengthen the role of the ILO in the defence of the rights of the workers in their attempts to preserve their rights, eliminate poverty and ensure that social justice reigns throughout our planet.

Mr. BARAK *(Government delegate, Israel)* – Allow me first to express, on behalf of the Government of Israel, our warmest congratulations to the President and his Vice-Presidents on their election and to the Director-General on his re-election.

The subject which the Director-General has chosen for his Report this year, *Social insurance and social protection*, is indeed of major importance to all countries in the world.

The Israeli social security system is made up of two tiers. The first tier consists of compulsory insurance according to the National Insurance Act, the aim of which is to guarantee for each insured person a minimum benefit in the main branches of social security. Most of the benefits such as old-age pensions and survivors' allowances are of a fixed rate but some of them, namely unemployment and employment injury benefits, are calculated as a percentage of the previous income of the insured person.

The second tier, covering old-age, invalidity and widowhood pensions, medical care and sickness benefits, is, in its main part, half voluntary and is based mainly on collective agreements. All of the benefits in this tier are income-related.

Public officials in Israel are insured for complementary earnings-related pension by virtue of a special Act. There is also an Act covering sickness benefits but it applies only to persons not already covered by collective bargaining arrangements. For the self-employed there is no institutionalized framework of income-related pension insurance except for private arrangements by means of savings programmes in banks or insurance companies.

The fact that there is no relationship between the first and second tiers of social insurance in Israel is the cause of some serious concern. Maintaining an institutionalized pension insurance from several systems which are not linked or coordinated with each other may lead to very high exchange rates which may put a heavy burden on the financial stability of the system.

This phenomenon has not arisen yet, but, given the present maturation rate of pension rights, it may indeed appear in the future, in which case some changes in pension arrangements are likely to be required.

Let me turn now to some of the items dealt with in the agenda of this Conference.

The percentage of persons employed part time in Israel and in other countries is rising steadily. In Israel, it increased from 19.7 per cent in 1979 to 23.9 per cent in 1989, with the increase applying both to men and women.

Persons employed part time include those who prefer to do so, as well as those who would prefer to work full time but are required to content themselves with part-time work. This second group is included in the statistics of "employed persons", although, from the economic point of view, they represent an incomplete use of the available workforce.

Recently, the significance of part-time work has been emphasized because of its contribution to the reduction of overall unemployment. With more part-time work, a greater number of people can participate in the workforce in a set period. But, as previously mentioned, this does not reduce the scope of economic unemployment or, in other words, the non-use of existing resources.

As for wages and social benefits, there is no difference in Israel between full-time and part-time workers, who are entitled to the same wages and social rights as full-time workers, except that these are of course calculated relative to the degree of the actual part-time job.

Regarding the issue of the prevention of industrial disasters, Israel has had its share of accidents in the chemical and petrochemical industries, either connected with fires, explosions or the release of poisonous chemicals.

Due to these occurrences, legislation relating to various aspects of the problem was promulgated and enforced, including the setting up of mobile emergency equipment at strategic positions to facilitate immediate response to accidents, identifying the concentration of dangerous substances, evaluating the risk to the surrounding population, including the possibility of evacuation, and taking decisions on actions to be taken to contain the dangerous substance or fire.

The environmental aspects of the everyday activities connected with chemicals, as well as emergency steps to be taken in case of an incident, are taken into consideration when permits are issued to import, purchase or manufacture dangerous chemicals. To an increasing extent, the managers of plants handling or manufacturing dangerous chemicals are asked to prepare emergency plans and safety programmes and train their staff accordingly.

Furthermore, the Ministry of Labour and Social Affairs has launched a project to identify and evaluate major chemical hazards. The project, which is to start in the coming months, is planned around the following stages:

- Firstly, the recruitment and training of a group of chemical engineers with experience in the theories and practical implications of hazard identification, hazard analysis and, as a result of these, planning and installation of safety features to avoid the occurrence of process failure that can lead to a disaster situation.
- The second stage will be a field study, to be implemented in a number of plants in the chemical, petrochemical and pesticide industry, where processes will be analysed according to the different models mentioned above.
- In the last stage of the project, and based on the results of the field study, the appropriate legislation will be prepared, based on the principles of the ILO Code of Practice on the Prevention of Major Industrial Accidents. We shall be ready to share the results of this project with the ILO and with other countries or interested bodies so as to enable others to deal with these problems.

As regards ILO programmes for technical assistance, I would like to highlight the joint efforts in the area of training and education between the ILO's Cooperative Branch and Israel's International Institute for Development, Cooperation and Labour Studies. There are also plans for expanding these activities in the future.

I would like, moreover, to note with great satisfaction the work being done by the Workers' Education and Technical Cooperation Branch of the ILO with this Israeli institute. We look forward to further enhancing these endeavours in the future.

In conclusion, may I say that this has been an important year, not only in matters concerning labour and social rights but also in that more general area concerning the political climate, which is so essential for the development of social progress.

The advances in understanding which have taken place within the Middle East peace process inspire us all with hope for a better and more secure future. We look forward to a Middle East free at last from the scourge of war in which the full potential of all the peoples of our area may be realized.

Original French: Mr. RABEMANANTSOA *(Workers' delegate, Madagascar)* – I would like to join the preceding speakers in congratulating the President on the confidence shown in him by this assembly. I should also like to congratulate the Director-General on his re-election. In the name of the Malagasy workers, I would like to wish them full success.

The Social Security (Minimum Standards) Convention, 1952 (No. 102), constitutes a reference for all Members of the ILO, but the values conferred upon it differ from one Member to another because of the diversity of structure and legislation of each member country.

If the Convention does provide for flexibility in its application and progressive generalization, which of course assists the common approach to the problem of social security in all member countries, it is evident from the Director-General's Report that much remains to be done. On the one hand, the differences between countries of the industrial system can be explained by the difference in speed of their economic development. On the other hand, differences between the countries of the industrial system and the rest of the world arise from the insufficiency or inexistence of the structures and institutions which would allow the provision of minimum social protection.

In view of the general recession, countries which benefit from a regime of social security are menaced by restrictions to their acquired rights. The less favoured, are confronted with enormous problems of means and difficulty in fulfilling the necessary conditions for the institution of a pertinent social security system, and that is becoming a difficult ideal to achieve.

If these are the problems relating to the generalization of a regime of social security in the member countries, their solutions conflict in the action led by the different organs of the United Nations. Indeed, the flexibility and progressivity recognized in the Convention are opposed to the rigid and obligatory measures of the structural adjustment programme. The ILO is the sole tripartite Organization within the United Nations and it would be desirable to review and rethink its relations with the other organs to give their actions greater impact within the framework of the development of the member countries. Structural adjustment must be flexible in the application and must be progressive, otherwise, instead of promoting the generalization of legislation which should lead to a guarantee acceptable to all, we should run the risk of watching passively while budgetary and financial constraints become the general rule in our societies.

As concerns social security, Madagascar has not as yet ratified Convention No. 102 but has ratified the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), and the Equality of Treatment (Social Security) Convention, 1962 (No. 118). The system of social security in Madagascar was established the 1950s through an inter-occupational retirement provident fund (MIRT) and the Tananarive Inter-Enterprise Health Organization, (OSTIE). In 1962 MIRT became a national family allowances and industrial accident fund (CNAFAT); In 1968 this fund was extended to cover other aspects of social security (health insurance, old-age insurance, pensions, invalidity, etc.) and later became the National Fund for Social Services (CNAPS). Although not perfect, this system is well developed and constitutes an appropriate basis for the further development of the social security system in Madagascar.

What has blocked this system to a great extent is the direct intervention of the State in the administration and management of social security organs. Instead of acting as arbitrator, ensuring the trusteeship and the control of the existing regulations, the State has become judge and party, accumulating incompatible functions. In view of the continuing degradation of the living standard in Madagascar, improvement in mechanisms for social protection is all the more urgently required, as regards both health care and cash benefits, while the resources and means to achieve this, if not already obsolete, are very scarce.

One of the principal demands of the Malagasy trade unions, formulated in a memorandum of 15 points in 1990, was the establishment of an administrative body and special management councils in which workers and employers, the contributors to the fund, and health bodies should participate in the administration and management. The State should only be a supervisory authority in this connection.

Following this claim, which was never taken up, there was a nationwide protest in the year which followed. Claims changed in nature. More corporate to begin with, they had become highly political, namely, the holding of a national conference, the drawing up of a new Constitution, and free elections. These events affected some 350,000 persons in the capital alone, and the workers took to the streets for seven months in order to stress their will for change. The transition government afterwards decided that as a priority the State should withdraw from these organizations and retain only its supervisory role.

The administrative council for the CNAPS and the management councils for the OSTIE were established as of last year, and have a mandate to the whole social security system and direct its future reorientation.

If in 1990 the active population was estimated at 50 per cent of the population, which is 12 million inhabitants, the workers of the formal sector benefiting from social security facilities represented only 12 per cent of the active population. On account of the low level of these benefits, workers who have the means, in particular managerial staff, contract additional insurance.

The mandate of these councils consists in the stabilization of the social security system and at the same time the identification of possibilities of integrating agricultural workers, that is small family farmers and those of the informal sector, about 88 per cent of the active population, into the social security system. These possibilities must be formulated within the general social security policy which should lead to objectives and programmes for its extension to the different levels of the population.

In this connection I must stress the important contribution of the ILO in the ongoing audit of the CNAPS and to express the hope that the health organizations will participate in the development of the OSTIE system. The workers of Madagascar appreciate the just value of the participation of the ILO in this field at at time when we are working out a system of social security of a more extended character.

By way of conclusion, I should like to stress, that following the nationwide protest to stress its will for change, Madagascar has been witnessing a democratic wind for several months. Indeed, in August 1992 the people were called upon to approve a new Constitution, after a silence of 16 long years imposed by a dictatorial regime. In November of last year, as in February of this year, eight candidates presented themselves for election as President of Madagascar on a democratic basis. On 16 June 1993, legislative elections took place and, at present, voting is being carried out in a climate of confidence for all the forthcoming elections. It is to be hoped that this new impetus will provide the people of Madagascar with decent conditions of work with fundamental rights such as those of food, lodging, education, and access for all to health services, assured. We hope also that the new impetus will enable the 88 per cent of the active population who have been excluded for a long time from any social cover to enjoy a minimal guarantee of social security.

Original German: Mr. THÜSING *(Employers' delegate, Germany)* – I would like to congratulate the President and then say a few comments about the Director-General's Report.

First of all may I say that the Report is a very objective one, meticulous and discriminating in the analyses it makes and realistic in its conclusions. It leaves no doubt as to the tremendous difficulties entailed by the task of ensuring an adequate degree of social insurance for those who do not live in developed countries and yet there is no capitulation in the face of this difficulty. I believe that it is a good Report and I would like to address my warmest thanks and my respect to the Director-General. This is not the first time that the International Labour Organization has dealt with the question of social insurance and social protection, as the Report itself makes clear; and yet it must be conceded that of the 11 Conventions which have been adopted since 1945, only two have been ratified by more than 30 countries. That is to say, by less than 20 per cent of the present members of the ILO.

Two things here become clear. These Conventions set standards which most member States have been, and remain, unable to implement and which therefore are not binding, even when ratified.

However, at the same time, and this is the second point, this did not prevent those same member States here from giving their agreement to those Conventions in Geneva, and this is not to mention the many Recommendations and resolutions which cost nothing to adopt and which were widely supported in the reassuring knowledge that they were not legally binding.

There is something wrong here, and not only here: the same discrepancy between aspirations and reality, between input and output, also characterizes the entire standard-setting activity of the International Labour Organization.

In order not to be misunderstood I would like to say that standard-setting activities remain and will continue to remain among the most important tasks of the Conference. After all, here in Geneva Conventions have been adopted which have changed the social environment, and this should not be forgotten. However, what is happening now has very little to do with that, and if the Conference continues in this way then the ILO's credibility, and therefore its moral and political authority, will inevitably be undermined. That is not in anyone's interests.

In view of this, I see the ILO's contribution to improving social protection as lying less in its standard-setting activities than in the area of technical cooperation in relation to the structure and development of social security systems. My emphasis is therefore precisely the opposite of that of the Director-General's Report.

The Report shows how very difficult it is to apply the experience of the developed countries in developing social insurance systems. The general environment and the requirements are too varied, and not only in terms of resources. However, there is one basic principle which I should highlight and that is the principle that the right to solidarity should not be at the expense of a reasonable degree of individual responsibility to provide for one's own future.

The definition of what is reasonable for the individual will vary greatly from one country to another. Not infrequently, the level of what is considered reasonable is often set at zero: people living at the very limits of subsistence level cannot be expected to make independent provision for their future. Under those circumstances, there is only recourse to solidarity – first of all the solidarity of the family, and then of the wider community. In many cases, the paucity of the resources available for solidarity-based provision means that the question of where the boundary should lie between community solidarity and individual provision is not raised at all.

However, whenever a degree of independent provision can reasonably be expected, however modest it may be, it should be mandatory. This is a fundamental question which must be tackled in good time, and which relates both to the type of contingency to be covered and the degree of cover.

I do not wish here to go into the details of financial viability and the associated economic implications, although such issues have become increasingly important in countries with well-developed social security systems, particularly in western Europe, and they will become more acute as a result of demographic developments and advances in cost-intensive medicine. Here the boundary between solidarity and individual provision will inevitably need to be redefined. This is absolutely in keeping with the principle of social justice, since what an individual can do for himself should not be paid for by others, by the community. Obviously, this necessary adjustment is perceived by the individual as a sacrifice, as an assault, and this is understandable, particularly when the general attitude of society is that almost all individual risks should be covered collectively.

This philosophy is a dangerous one, both for the individual and for society as a whole. It ignores what social security and social insurance are really for: to protect and extend the freedom of the individual in order to ensure that a dignified life is still possible if, in old-age or as a result of sickness or other misfortune, he or she is left without any source of income. However, this philosophy leads to a situation where the individual must sacrifice an ever larger proportion of his income in taxes and in contributions to fund collective social security. The funding of social insurance is part of an ever-increasing process of redistribution, and as resources are channelled away from the private sector, there is a corresponding restriction in the individual's freedom to choose his or her own individual lifestyle, and that is not the only consequence. In the long term, this Welfare State philosophy has a paralysing effect on individual initiative and the willingness of the individual to help himself or herself, with all the negative consequences which this has for society as a whole.

As I said at the outset, for many countries, this is in practice not a problem. On the contrary, they would be glad to have such problems. However, no discussion of social insurance and social protection should ignore the mistakes which have been made. It is certainly easier to avoid mistakes at the outset than to try to correct them later on.

I would like to make one further point: the design and the cost of social insurance systems in the rich countries ultimately also affects the developing countries. If in our countries we make mistakes which adversely affect our economic performance, this in turn will reduce the possibilities for promoting economic development in the developing countries which is an absolute prerequisite for the development of social insurance. It would ultimately be a violation of the solidarity between the rich and the poorer countries, and of the overriding solidarity of the human community.

Mr. NYAMHOKYA *(Workers' delegate, United Republic of Tanzania)* – As this is the first time I have taken the floor, I would like to use this opportunity to congratulate the President and the Vice-Presidents on their election. I should also like to congratulate the Director-General on the excellent Report he has brought before this session of the Conference. This Report, *Social insurance and social protection*, deals with very relevant issues which currently are being discussed in many countries, including Tanzania. It is for this reason, that I have decided to say a few things which are of great relevance to the workers I represent.

First and foremost, I welcome the fact that the Director-General of the ILO has chosen to include the question of social insurance systems in his Report. Back home this is a burning issue. Workers are asking many pertinent questions with regard to their involvement in the administration of the Social Security Fund, the continued validity of the use of the Fund's resources by the Government and the time lag between losing their jobs and receiving their final benefits from the Fund. It can be very frustrating for somebody without any other means of supporting himself and his family to spend more than six months chasing his own money from the Fund. It is for this reason that workers in Tanzania welcome the initiative taken by the ILO to render assistance to Tanzania with the view of changing the Fund into a pension scheme. We hope that the ILO experts will not confine themselves to dealing with the Government alone but will also find an early opportunity to consult the workers and especially their trade union representatives so that they are fully briefed on the situation.

Workers in Tanzania have other fund schemes besides the National Provident Fund. We have, for example, the fund scheme for local government workers called the Local Government Provident Fund, among others. The workers are of the opinion that these funds should all be transformed into pension schemes to enable workers who lose their jobs to receive direct and prompt financial assistance to alleviate their domestic problems and also to enable them to start some form of economic activity which could see them through during the period of hardship.

The Director-General's Report also touches upon the question of occupational safety and the health of the workers themselves. Workers in Tanzania find this topic very relevant especially now when there are workers losing their lives almost every day and others sustaining injuries for no other reason than some employers' greed for money. In this very competitive economic world, where the cost of production can make a difference in terms of the survival of an industry, the tendency or the credo has become to keep the cost of production low and maximize profit. In doing this many employers find excuses to cut down costs on safety and health aspects with total disregard to the health and safety of their labour force. This is not only unfair but also wrong and illegal. Unfortunately, many laws in Tanzania are outdated and impose very small fines to those who are responsible for the death of workers and in case of an injured worker his or her compensation is shamefully meagre. It is for this reason that we are pushing the Government quickly and without any further delays and excuses to bring laws before Parliament and the House of Representatives with a view to repealing the outdated and colonial laws, as the current situation demands. Employers, including the Government, should also be reminded of the fact that the productivity of an unhealthy worker, working in an environment which is unsafe and hazardous, is bound to be very low. Here also we call upon the ILO in its educational programmes to involve workers and employers so that the issues of occupational health and safety can be discussed seriously and problems identified with a view to finding their solutions.

Mr. ESAU *(Workers' delegate, Namibia)* – Allow me first and foremost to present our congratulations as Namibian workers to the President, the two Vice-Presidents and the Officers of the Conference on their elections. We wish them every success.

We would like to take this opportunity to extend our congratulations to Mr. Hansenne on his re-election as Director-General of the International Labour Office. We are certain that he will make every effort, by drawing upon his long experience and highly developed skills, to guide our Organization forward so that it can fulfil the aims and objectives spelled out in its Constitution.

The Report of the Director-General, *Social insurance and social protection*, focuses on the most relevant and important subject this year.

The Report rightly refers to the fact that "the presence of a reasonable social safety net for all individuals and households enlarges and strengthens the labour force of a country, adds to its capacity to promote growth and to accept change and underpins a greater degree of political and social stability".

Our country has been free of the yoke of colonialism for just three-and-a-half years. The economic and social situation inherited reflected the apartheid and discriminatory colonial system imposed upon Namibian workers. It will take the Namibian people decades and decades to dismantle the socio-political order left to us by the colonial minority Government of South Africa.

The Namibian authorities are presently in the process of establishing a social security system which we as workers regard as a step in the right direction.

We believe that a future social security system in Namibia will also make provision, in terms of benefits, to the many workers who are casually employed in the sectors covering domestic and farm work.

The high unemployment in our country is one of the major obstacles in the way of implementing an effective and efficient social security system. It is further aggravated by cut-backs in the numbers of workers in the various economic sectors of our country.

We are very concerned by the trend of unemployment which continues to rise because of these redundancies. This will take us further away from implementing an effective and efficient social security system. What is now important to us is the creation of employment to strengthen the social and economic base of our members. This in turn will also contribute to the setting up of an effective and efficient social security system and stimulate economic growth in our country.

Our federation is suffering from a lack of experience and skill in the execution of workers' education programmes in the sphere of social security and other programmes which are geared towards the dismantling of the apartheid-oriented socio-economic order. The National Union of Namibian Workers has managed to implement basic workers' education programmes to get across to its members the importance of trade unions and the principle of tripartism.

Further technical advisory services and assistance are needed from the ILO in the fields of social security and socio-economic programmes for the trade unions in order to effectively contribute towards the creation of an effective and efficient system of social security and protection in a new social order.

Disparity in the present social security and social protection system in our country is still reflected in the case of pensioners. This disparity in benefits should be eradicated, because it was based on the colour of the Namibian people. We hope that this will be replaced by a new social security system which will be a product of all the social partners in Namibia.

We believe that this session of the Conference will be a milestone for all working men and women in terms of the improvement of their working and living conditions, as well as their social improvement, in order to develop a better future for mankind as a whole.

In conclusion, we wish the session every success in meeting its significant aims and objectives.

Mr. LARSEN *(representative of the International Confederation of Executive Staff)* – On behalf of the International Confederation of Executive Staff, I would like to congratulate the President on his election at this session of the Conference. May I also compliment the Director-General on his choosing a topic for his Report which is more than ever relevant in a world dominated by recession.

It can rightfully be said that the matter of social insurance and social protection is one if not the major challenge of the 1990s due to the fact that economic growth in many parts of the world is stagnating. Unemployment is a major problem for all groups of the labour market in a large number of countries, often followed by the consequence of social exclusion which deprives a large number of individuals and families of the right to live a dignified and reasonable life.

In developing a decent system of social protection, all partners – governments, employers and workers – have specific responsibilities; so do managerial and executive staff who in companies as well as in community life act as leaders and are aware of the need to develop new practices regarding social protection.

To focus for a moment on one of the major problems: unemployment. The approach that we see today in many countries of the world is often to establish a passive system of paying out unemployment benefits for shorter or longer time periods. In many cases, after some time this leads to an exclusion from the labour market because the workers lose touch with the labour market. Consequently, valuable resources are lost; at the same time, persons lose a sense of identity which so often is connected to the work performed; this ultimately tends to break up family structures.

In order to maintain the labour resource, active measures should be taken to train workers for other jobs or functions because they are certainly more beneficial to the individual as well as to the society.

New policies and practices in this field can only be obtained by a strong and close cooperation between governments and employers and workers. Flexibility in work time and pay structures may be a consequence of these new practices, and the social partners should be willing to give up rigid structures for the common good without compromising on the established labour standards.

Social security and social protection are closely linked to the labour market since workers and employers finance such schemes directly or indirectly.

We believe that it is important to establish new and different work-life patterns. To take one example: most people work full time until retirement and then stop abruptly.

We recommend a gradual withdrawal from the labour market or a scheme of flexible retirement and we also recommend that universal guidelines should be set up for this purpose.

We ask the ILO to deal with that problem as one of the many that could break up the rigid structures of today and facilitate a better system suited to the individual employee.

It is also our wish that the ILO should make a strong and positive contribution to social development by looking at new ways of organizing work; that adds to the establishment of social protection and structures, since the two are strongly interconnected.

The only way progress can be made in this area is for the ILO to act forcefully by convening all partners of the labour market and governments in a debate on new guidelines in the field of social protection and working life. The responsibility falls on all of us.

In conclusion, I can assure you that the International Confederation of Executive Staff is willing to contribute to the important debate and analysis to which we have been invited by the excellent Report of the Director-General.

Mr. SLUNCIK *(Employers' adviser and substitute delegate, Slovakia)* – First of all, I would like to offer my sincere congratulations to the President on his election to this esteemed position at the 80th Session of the International Labour Conference.

It is indeed a great honour for the Slovak Employers' delegation to have the opportunity to attend this distinguished gathering. And it is a great pleasure for me, personally, to deliver this speech.

In the framework of worldwide trends characterized by state and legal movements in various societies based on intensive negotiations, the separation between the Czech and Slovak Republics dates to 1 January 1993. It has enabled Slovakia to complete its emancipation by acquiring international and legal sovereignty.

Transition from the former Federation towards two sovereign republics was characterized by high political culture, organization, searching and following the framework of constitutionality and peace. In order to continue peaceful and fair relationships between the two republics, 28 intergovernmental or sectoral agreements concerning key relations between the republics were adopted on a bilateral level. These agreements were ratified by the Parliaments of both republics.

Slovakia is a typical Central European country. Its geographical and geopolitical location has played a significant role in its history. The cultural and political interests of many neighbouring nations have influenced its development. We continue to tackle the deformations that accumulated over the decades. Slovakia continues in the same direction that was forged by the passing of Communism in 1989. This is the direction of political, economic and social reconstruction, by which Slovakia wants to form a democratic society with a functioning market economy, social achievements and a rich and developing culture.

The direction of our country is a direction to the traditional values of West European civilization – Christian traditions based on three principal social values: freedom, equality and solidarity. Slovakia's economic programme is in step with a market economy based on the development and protection of private ownership and freedom of enterprise. At the same time the State is expected to ensure a healthy currency, address social policy and create a clear legislative and legal environment. The basic pillars are and will remain price and market liberalization and the opening of the economy to foreign capital. The tripartite General Agreement for the year 1993 confirms this development.

Since this is the first time I have spoken here on behalf of the employers of the Slovak Republic, allow me to introduce the Confederation of Industry of the Slovak Republic as the leading representative of Slovak employers. The Confederation is an organization which, since 4 May 1990, has picked up where its predecessor left off in 1950, when it was forcefully dissolved by the totalitarian system. The original activity of the central Association of Slovak Industry dates back to 1920, when Slovak industrialists and entrepreneurs gathered together. The Confederation associates legal and physical persons in the sphere of industry doing business on the territory of Slovakia, regardless of the type of ownership. Over 300 industrial enterprises which employ almost 400,000 employees, are members of the Confederation. The Confederation's mission is to associate its members, to coordinate their activities aimed at creating conditions for a dynamic development of industry, and to defend the collective and individual interests of its members. As an employers' organization, the Confederation actively participates in tripartite bargaining.

The Employers' delegation of Slovakia highly appreciates the Director-General's Report. In this context it is very important for the role of employers to be substantially strengthened and for them to continue participating in the transformation process of Central and Eastern European countries.

Focusing on the role of the ILO in technical cooperation, we support the new modalities of multilateral technical cooperation and their impact on the ILO activities and within the Nordic United Nations project; we also support the democratization process through tripartism and social dialogue.

Slovakian employers can play an important role in the functioning of the so-called "triangle of influence", namely, the donor country, the ILO and the recipient country. Where, on the one hand, Slovakia can be the recipient of a project, on the other hand, Slovakia can give technical assistance to less developed or less advanced countries.

On the subject of technical cooperation, I would like to draw your attention to the problem of the conversion of military production in the countries of Central and Eastern Europe. I think we need to recognize the problem, and to seek solutions through technical cooperation.

In conclusion, let me express my thanks to the representatives of the International Labour Organization and the International Organization of Employers who visited Slovakia some weeks ago and gave us useful advice for our future work and collaboration.

I wish the Conference every success.

Original French: Mr. SOW *(Employers' delegate, Senegal)* – First of all, I would like to convey to the President my most heartfelt congratulations on his election.

The new term of office entrusted to Mr. Hansenne also gives me an opportunity to pay tribute to a man who has placed his stamp on our agency over the difficult years we have gone through, years which have been marked by a profound crisis in most international organizations.

The 80th Session of the International Labour Conference now coming to its conclusion is being held at a time when throughout the world economic, political and social upheaval is taking place at an unprecedented pace.

Africa, in particular, is stricken by a plethora of ills, disease, famine, war, political convulsion, economic crisis and its myriad consequences are causing our populations to lose hope while our foreign partners are nurturing increasing distrust.

In social terms, the essential values upon which our societies were created are in jeopardy.

This situation is persisting and is placing our enterprises and the people who work in them, and even our States in grave danger.

Part I of the Director-General's Report emphasizes the crisis in social security schemes. I would like to dwell on this crucial question.

My country, Senegal, is no exception to this adverse trend. Our social protection scheme is built on a number of agencies; the Institution for Retirement Insurance of Senegal (IPRES), the Social Security Fund and the Sickness Insurance Institutions (IPM).

The first of these is responsible for managing the retirement scheme for all workers and employers.

The second one manages family allowances and occupational accident benefits and also runs a hospital centre, the Traumatology and Orthopaedic Centre.

The Sickness Insurance Institutions reimburse, fully or in part, medical, pharmaceutical, surgical and hospitalization costs.

These institutions are seriously concerned about their ability to survive because of the combination of various factors: the macroeconomic policies introduced under structural adjustment programmes (mainly industrial and fiscal policies, and the hasty liberalization of our economy), have led to a major upheaval. Thus a number of firms are in difficulty, others have disappeared, entailing massive losses in jobs, especially in an already seriously straitened industrial sector. Investment has dropped in unprecedented dimensions, while the dwindling of stable resources leaves little hope for recovery in the immediate future. The informal sector is increasing at an exponential rate, to the detriment of the formal sector, and the number of workers retiring continues to increase.

In short, the number of contributors is falling, resulting in the levelling off of and even a drop in the resources of these institutions, whereas the number of beneficiaries and the volume of benefits are constantly increasing. Thus the deficit of these agencies is continuing to rise.

This situation cannot fail to be a source of concern because it is a patiently built edifice which is now being jeopardized.

Firms facing crisis on a day-by-day basis are not in a position to bear an increase in their contributions, which would restrict their competitivity.

A new challenge is thus facing the three elements which make up tripartism, namely the State, employers' organizations and workers' organizations. The Director-General has rightly said, in speaking of shared responsibilities in the name of the principle of solidarity, that the basic equilibrium conditioning the survival of these social institutions must be maintained.

This solidarity which is so necessary will remain a dead letter if the partners of day-to-day life do not respect the fundamental principle of tripartism to which they have subscribed.

I would also like to refer to some of the other themes in the Report of the Director-General.

In Senegal, as elsewhere, employment has become a major concern. Already the economic crisis is jeopardizing existing jobs, at a time when the number of young people entering productive life continues to increase and when the anaemic economic machine can offer few new possibilities. This grave situation, fraught will all kinds of problems, demands that the social partners, the public authorities, workers' and employers' organizations remain in constant dialogue.

The National Employers' Council of Senegal in 1987 proposed to its partners the organization of a dialogue through a draft social covenant to act as a framework for dialogue and the search for solutions to problems in our enterprises. Furthermore, it signed an employment-training agreement with the State with a view to matching training with employment, increasing productivity performance and reabsorbing unemployment.

With the help of the ILO, the Council managed to set up a management training centre intended to foster a spirit of entrepreneurship and to raise awareness about safety at work.

The ambitions of employers like ourselves are immense, but the limited nature of our resources is a handicap.

That is why we appreciate the assistance provided by the ILO and the IOE in our search for solutions to our problems.

The restricted nature of the means of our countries make it necessary for the various social partners, the State, employers and workers to be aware of the vital need to avoid waste and to concentrate their efforts on finding a solution to the problems of business.

Because strong and progressive business will determine the fate of our society.

The PRESIDENT (Mr. Gray) – We have a request for a right of reply from Mr. Hernández Valle, Workers' adviser and substitute delegate of Peru, to the intervention of Mr. Antonioli Vázquez, Minister of Labour, Peru.

Before giving the floor to Mr. Valle, I would remind him that he must confine his remarks to one precise point in the intervention of Minister Vázquez and that the time-limit for his intervention and right of reply is two minutes.

Original Spanish: Mr. HERNANDEZ VALLE *(Workers' adviser and substitute delegate, Peru)* – On behalf of the workers of Peru and the CGTP, we wish to express to the President and the Director-General our congratulations and wishes for success in your important work. The Government of Peru has set out to abolish social security in order to promote influential groups which have links with the Government, to the detriment of the vast majority of workers who will not have access to the costly pension funds. These fund administrations enjoy government support and to have any entitlement to a pension from these bodies, men need to reach the age of 65, although life expectancy in Peru is only 60. The same Government has suggested that the Shining Path was responsible for the assassination of our former General Secretary Pedro Huilca. Our present General Secretary was questioned for eight hours by "faceless" judges, on suspicion of complicity in that assassination. The stage has thus been set for the elimination of trade union and popular leaders. There is terrorism of every kind in Peru, including state terrorism. Peru is ruled by a dictatorship. We are at this session of the Conference thanks to donations from the workers of Peru, although the Government has done its utmost to prevent our attendance.

(The Conference adjourned at 12.15 p.m.)

Credentials

Fourth Report of the Credentials Committee

Objection concerning the nomination of the Workers' delegation of the Czech Republic

1. The Committee had before it an objection to the nomination of the Workers' delegation of the Czech Republic, lodged by the Trade Union Association of Bohemia, Moravia and Slovakia (OSCMS).

2. The objecting organization complained that the Government had failed to consult the OSCMS on the composition of the Workers' delegation at the Conference. In spite of a statement in Parliament by the acting president of the OSCMS, a member of Parliament, drawing attention to Article 3, paragraph 5, of the ILO Constitution, the Government allowed the Workers' delegation to be arbitrarily chosen by only one trade union organization, the Czecho-Moravian Chamber of Trade Unions (CS KOS), heedless of the trade union pluralism in the country.

3. In a written statement made to the Committee at its request, Mr. Zdenek Venera, Government delegate of the Czech Republic to the Conference, stated that the Government had fully complied with Article 3, paragraph 5, of the Constitution since it had nominated the delegation in agreement and after consultation with the Workers' organizations which were considered to be the most representative and were represented in the tripartite Council of Economic and Social Agreement. These were the CS KOS, with 4,015,000 members and the Confederation of Art and Culture (KUK), with 72,140 members.

4. Besides those two organizations, there were some other central trade unions, which included the objecting organization and which had not provided the Government with any real evidence on such aspects as its numerical strength, structure, and territorial or branch representation. The Government was aware of requests by such organizations to be represented on the tripartite Council referred to above. It was ready to study their inclusion in consultation with the various trade union organizations.

5. The Committee observed that the Government had carried out consultations with the organizations represented on the national tripartite bodies and had appointed the Workers' delegation in agreement with the CS KOS which, according to the information available, was the most representative Workers' organization in the Czech Republic and decided not to uphold the objection. At the same time, the Committee took note of the Government's intention to consider the representativity of other organizations desiring inclusion in the national consultation machinery and to find a solution in consultation with the organizations concerned.

Objection concerning the nomination of the Worker's delegate of Lithuania

6. The Committee had before it an objection concerning the nomination of the Workers' delegate of Lithuania, lodged by the Lithuanian Workers' Union (LWU).

7. The objecting organization, which claimed to be the most active and representative Workers' organization in Lithuania, stated that it had not been invited by the Government to participate in the consultations for the nomination of the Workers' delegation to the Conference. The Government had been evasive with respect to the LWU, by continuing to say that it would probably not send a delegation due to financial difficulties. When it finally decided to appoint the delegate, the LWU was not informed. The LWU concluded by appealing for the condemnation of the Government's action so as to influence its compliance with ILO standards and procedures.

8. In a written communication sent to the Committee at its request, Mr. Theodoras Medaiskis, Minister of Social Security and Head of the Delegation of Lithuania, stated that the Lithuanian trade unions had unified themselves into five central organizations: the Free Trade Union Centre (14 affiliated members), the Free Trade Union Unification (10 affiliated members), the Independent Trade Union – "Bendrija" (Community), the Workers' Union and the Labour Federation. The first two central organizations had over 360,000 members, or 4/5 of all trade union members.

9. The Government had held consultations concerning the nomination of the Workers' delegate to the Conference in the framework of an agreement concluded with trade unions in February 1993. It appealed to the trade unions to agree on a single delegate. At the meeting at which the selection of the Workers' delegate took place, two of the smaller organizations mentioned on the above list were invited but did not attend. Shortage of funds prevented the recommendation of more than one representative from the Workers and one from the Employers. For the same reason, the decision on Lithuania's participation in the 80th Session of the Conference was delayed until 31 May 1993.

10. The Committee noted the information provided by the Government on the organizations considered to be most representative and on the consultations that took place with those organizations for the nomination of the Workers' delegate of Lithuania to the Conference. As the objecting organization had not provided any data in support of its claim to be the most representative organization, the Committee decided that there was no ground for upholding the objection.

Objections concerning the nomination of the Workers' delegate of El Salvador

11. The Committee had before it two objections concerning the nomination of the Workers' delegate of El Salvador. One was from the "Intergremial de Trabajadores", which grouped together the "Unión Obrero Campesina" (UNOC), the "Central de Trabajadores Salvadoreños" (CTS), the "Central General de Trabajadores" (CGT), the "Asociación General de Empleados Públicos y Municipales" (AGEPYM), and the "Unidad Nacional de los Trabajadores Salvadoreños" (UNTS). It represented the Workers in the "Foro para la Concertación Económica" in El Salvador. The other objection was made by the "Federación de Asociaciones y Sindicatos Independientes de El Salvador" (FEASIES).

12. The objecting organizations indicated that the Government had nominated the Workers' delegate of El Salvador without undertaking the consultations provided for by Article 3, paragraph 5, of the Constitution of the ILO. The person nominated to represent the Workers was not identified with the trade union movement and did not represent the interests of the Workers. The objecting organizations concluded by requesting the rejection of the credentials of the said delegate.

13. By a letter dated 9 June 1993, the Chairman of the Credentials Committee transmitted to the Government delegation of El Salvador the objections as well as a request for further information. Despite a reminder of 14 June 1993 sent by the Secretariat of the Committee, no reply was received from the Government.

14. The Committee noted that it was not able to examine the objection in accordance with its mandate under Article 26 of the Standing Orders of the Conference. In such circumstances, and although it did not propose invalidation, the Committee considered that there were serious reasons to doubt the representativity of the Workers' delegate of El Salvador. In this regard, the Committee pointed out that the credentials sent by the Government did not mention either the name of the organization to which the Workers' delegate belonged, or the organizations which had agreed to his nomination.

Objections concerning the nomination of the Workers' delegate of Cape Verde

15. The Committee had before it two objections to the nomination of the Workers' delegate of Cape Verde, one submitted by the "Uniao Nacional dos Trabalhadores de Cabo Verde Central Sindical" (UNTC-CS), which was supported by the other objection, lodged by the International Confederation of Free Trade Unions (ICFTU).

16. The UNTC-CS referred to the objection made at the 79th Session of the Conference, which claimed that the organization to which the titular delegate belonged (the Council of Free Trade Unions (CCSL), now called the "Cape Verde Confederation of Free Trade Unions") was not representative on a national scale. The UNTC-CS recalled the Government's reply to the Committee at that Session, including the Committee's reference to the need "for the parties to provide reliable data" [in connection with representativity]. The Government, however, had refused to carry out the survey that the UNTC-CS had requested and had once again nominated the CCSL to represent the Workers at the Conference.

17. The ICFTU added that the UNTC-CS was an organization with ten organizations affiliated to it in six islands of the Cape Verde archipelago. But the CCSL only had members on one island, and mainly in the public sector so that it could not be considered as representative on a national scale. In addition, the UNTC-CS had 13,000 members, of whom 10,000 were in full-time work, the total of full-time workers being 25,000. The ICFTU concluded that the Government ought to have designated the UNTC-CS to represent the Workers of Cape Verde at the Conference in accordance with article 3, paragraph 5, of the Constitution and that the credentials of the Workers' delegate should accordingly be invalidated.

18. In a written statement made to the Committee at its request, Mr. Eurico Correia Monteiro, Secretary of State and Head of the Delegation of Cape Verde to the Conference, provided the following information: there had previously been a single central organization, imposed by law, but with the establishment of democracy and pluralism freedom of association had been proclaimed. Under the new rules, the UNTC-CS had been required to register itself as a central organization and the CCSL had been established in this way. The Government had invited the Workers' organizations to agree on the nomination of its delegates for the Conference. The CCSL had responded positively, whereas the UNTC-CS had stated that it would be prepared to attend the consultations only after a survey had been carried out to determine which organization was the most representative. The Government had considered that it would not be reasonable to carry out such a survey in view of the resources that would be involved without any guarantee of success; the number of members fluctuated and the survey would have to be repeated each year.

19. The Government stated that the CCSL was representative in a number of islands, in particular in the four with the largest population and had trade unions in various branches affiliated to it – in both the public sector and the private. Both the existing confederations in Cape Verde could be said to be representative according to the available data on numbers of affiliated trade unions, economic sectors represented, presence in the islands, negotiating power, capacity to mobilize, etc. However, because of the UNTC-CS's intransigence the Government had not been able to achieve a consensus.

20. The Committee also had before it a communication from the Workers' delegate accredited to the

Conference, Mr. José Manual Voz, Secretary General of the "Cape Verde Confederation of Free Trade Unions", who denied the information given by the UNTC-CS alleging non-representativity of the CCSL on a national scale. According to the data transmitted to the ILO and the ICFTU, the CCSL was established on a national scale, represented the majority of workers in the country and comprised nine trade unions. The 13,000 members which the UNTC-CS claimed to have should be seen in the context of a working population of 88,000 persons. In addition, the UNTC-CS had opposed any kind of dialogue.

21. The Committee noted the efforts undertaken to arrive at a compromise on the nomination of the Workers' delegate of Cape Verde. It pointed out, however, that any assessment of the representativity of those organizations should be based on objective data, which could be obtained in various ways, such as a survey, elections, or books or registers of the organizations.

22. The Committee noted the difference between the information on representativity submitted by the objecting organizations, on the one side, and by the Government and the organization of the Workers' delegate whose credentials had been challenged, on the other, which prevented it from taking any position on the subject. It once again stressed the need for interested parties to provide reliable data. In the light of the above considerations, and despite the doubts expressed within the Committee on the representative character of the Workers' delegate of Cape Verde, the Committee decided not to uphold the objections.

Objection to the credentials of the delegation of Zaire

23. The Committee had before it a document constituting an objection to the credentials of the delegation of Zaire, which had been lodged on behalf of a delegation claiming to be the legitimate delegation of Zaire to the present session of the Conference. The objection was accompanied by a letter to the President of the Conference requesting deferment of the Conference's "discussions in plenary relating to the examination and adoption" of the report on the representation of Zaire (Second Report of the Credentials Committee, paragraphs 12 to 20, *Provisional Record*, No. 14, pp. 14/46 and 14/47).

24. According to the objectors, this report was contradictory. On the one hand, the Committee noted that there were no criteria for reaching firm conclusions concerning the conflicting claims relating to the government of Zaire; on the other, by taking into account the credentials submitted by the Permanent Mission of Zaire in Geneva, the Committee had recognized the credentials of Mr. Kishwe Maya, in the capacity of Minister of Labour, Manpower and Social Security of Zaire. Those credentials could in any event only have been taken into account if there had been no delegates from Zaire of a higher rank than the Permanent Representative in Geneva. The objectors concluded that there was ample evidence on which the Committee – following past precedents – could have determined that the "Gouvernement de Transition" was the only legitimate government of Zaire; they claimed, in particular, that it had been recognized as such by the whole of the international community, by all governments of the other ILO member States and by the United Nations. Various documents, mainly relevant to the constitutional situation in Zaire, were annexed to the objection.

25. As far as the substance of the objection was concerned, the Committee considered that the absence in it of any concrete evidence concerning the position of the international community with respect to the legitimate government of Zaire, confirmed the Committee's earlier conclusion that the evidence at present available was insufficient to enable firm conclusions to be made in this respect. The Committee pointed out that, in accordance with the Standing Orders of the Conference, its Second Report had been submitted only for the purpose of being noted by the Conference and did not contain any opinion on the contents of the credentials submitted by the Permanent Mission of Zaire.

26. The Committee accordingly decided to confirm its previous conclusions set out in the Second Report and not to uphold the objection. At the same time, it wished to reiterate that this position did not imply recognition of the government whose representatives were included in those credentials nor, consequently, did it imply any opinion as to the correctness of the designation of Minister of Labour, Manpower and Social Security given by the credentials to one of the delegates.

Objection concerning the nomination of the Employers' delegate of Algeria

27. The Committee had before it an objection presented by the Officers of the Employers' Group of the Conference to the nomination of the Employers' delegate of Algeria.

28. According to the objectors, the "Confédération générale des opérateurs économiques algériens" (CGOEA) had proposed the names of the delegate and advisers to represent the Employers of Algeria to the Conference. The Government had not given effect to the proposal concerning the titular Employers' delegate; consultations had not been held in spite of an announcement by the Ministry of Labour that a meeting would take place for that purpose; and the Government had only allowed the CGOEA to have two advisers with expenses paid. However, the CGOEA represented 14,000 employers in all sectors of the economy and was by far the most representative organization in Algeria of the employer community. The organization to which Mr. Mustapha Mekideche, the Employers' delegate, belonged represented only one small section of the public sector. For these reasons, the Conference should reject the credentials of the Employers' delegate.

29. In a written communication sent to the Committee at its request, Mr. Tahar Hamdi, Minister of Labour and Social Affairs and Head of the delegation of Algeria to the Conference, indicated that since the constitutional reforms in 1989, there existed trade union pluralism in Algeria with respect both to workers and employers and that the criteria defined in legislation to evaluate the representativity were the period of existence (six months of legal existence) and of membership. Organizations which represented at least 20 per cent of employers in the re-

spective districts were considered representative at the different levels.

30. According to the communication, there were at present in Algeria four employers' organizations: "L'Union Nationale des Entrepreneurs Publics" (UNEP); the "Confédération Nationale du Patronat Algérien" (CNPA), the "Confédération Générale des Opérateurs Economique Algériens" (CGOEA) and the "Confédération Algérienne du Patronat" (CAP). According to the statistics of the "Caisse Nationale de la Sécurité Sociale", the organization to which the Employers' delegate belonged, UNEP, represented between 70 per cent and 80 per cent of the national economic activity, employing 1,500,000 workers in all sectors and accounted for 78,000 million dinars of the GNP while the sector represented by the CGOEA employed 370,000 workers and accounted for 22,000 million dinars of the GNP. Furthermore, according to a survey of the labour force made by the National Statistical Office, the public sector employed 53.22 per cent of the population.

31. Certain organizations had in fact withdrawn their affiliation to the CGOEA. The most important of them was the "Union Générale des Entrepreneurs Algériens" (UGEA). Because of the internal difficulties that the CGOEA was going through, the Government had had to include the UGEA in last year's delegation to the Conference. However, until an agreed mechanism was established with the organizations for participation in regional or international tripartite meetings, the Government had sought not to exclude any legally constituted organizations and had nominated as Employers' advisers of Algeria to the Conference three representatives of the CGOEA, paying the required expenses.

32. During the Committee's examination of this case, the objectors provided complementary information consisting, in particular, of statistics on UNEP, provided by the CGOEA, and a copy of two letters from the UGEA in Algiers; the first was an undated letter to the Ministry of Labour expressing surprise at the nomination of a representative of UNEP as titular Workers' delegate of Algeria; the second, dated 13 June 1993 and addressed to the President of the Conference, stated that the UGEA continued to be a founder member of the CGOEA.

33. At the Committee's invitation, Mr. Abdel Hamid M. Semichi, Ambassador and Permanent Representative of Algeria in Geneva and Mrs. Fifi Abdelouahab, Director of Legal Studies and Cooperation in the Ministry of Labour and Social Affairs, made the following statements: *The Ambassador* referred to the Minister's reply, explaining that after 30 years of a centralized economy, the private sector of the economy was increasing in importance but had not yet become predominant. The composition of the Employers' delegation reflected this reality. In addition, the person who was at the source of the present objection had been accredited as adviser and substitute delegate in the Employers' delegation had accepted that nomination and was taking an active part in the Conference in that capacity. In fact, the objection was part of a systematic attack against the public sector. The allegations in it were excessive and could easily be refuted. The Government was prepared to allow an impartial observer from the ILO to come to Algeria to study the situation. *Mrs. Abdelouahab* stated that the statistics provided by the objectors were tendentious. They sought to cast doubt on the present representativity in the economic sectors. The union movement, of both the Workers and the Employers, was in a process of complete change and the law on the exercise of union rights was only three years old. The Minister of Labour had convened all the organizations for consultations and had received in his office the president of the CGOEA to discuss the composition of the Employers' delegation to the Conference. Following this meeting, it was decided to include representatives of the CGOEA in the Employers' delegation. The UGEA had indeed withdrawn its affiliation from the CGOEA as was shown by a letter from its president to the Minister of Labour of February 1992, of which a copy was given to the Committee. The Government had had no communication from the UGEA since then, until the letter of June 1993, produced by the objectors. Finally, UNEP did not represent either officials or the Administration but rather enterprises in the public sector of the economy. Those enterprises were now subject to the normal commercial laws, and thus capable of being placed into liquidation, and in the context of the present gradual move towards a market economy, would be able to issue shares.

34. The Committee pointed out that the objection had been lodged by the Officers of the Employers' Group, rather than by an individual member of the Employers' delegation of Algeria. It noted that according to the statistics referred to by the Government, the organization to which the Employers' delegate belonged, represented the majority of the employers in Algeria where the public sector represented the greater part of the productive activity of the country. However, according to the objection, the CGOEA was the organization most representative of the employers of Algeria. For the assessment of the relative importance of employers' organizations in the public sector and those in the private sector, the Committee considered relevant the statement by the Permanent Court of International Justice in its Advisory Opinion No. 1 that "the most representative organizations ... are ... those which best represent the employers and the workers respectively".

35. The Committee observed that, in spite of all the information provided by both the objectors and the Government, certain aspects of the question had not been clarified, such as whether or not the UGEA formed part of the CGOEA and whether or not the affiliates of UNEP were all genuine enterprises, although belonging to the public sector. However, because of the doubts that could arise with respect to those specific aspects, the Committee considered that it was not possible to conclude that, at the present time, the Employers' delegation as a whole was not representative of the employers in Algeria. As the Government had at least not excluded any sector of the economy from the Employers' delegation, the Committee decided not to uphold the objection.

36. The Committee noted with interest the Government's intention to establish an appropriate mechanism for determining the composition of tripartite delegations to international conferences. Considering the changing relationship between the public and the private sectors, and the consequences

of those changes in the context of employers in Algeria, the Committee felt that this mechanism should provide for comprehensive consultations which would ensure that at all stages the Conference delegations effectively represented the employers of Algeria.

Late objections

37. On 17 June 1993 the Committee received an objection from the "Organisação Nacional dos Trabalhàdores de Sao Tomé et Principe – Central Syndical" (ONTSTP-CS) concerning the Workers' delegate of Sao Tome and Principe.

38. The name of this delegate appeared in the Revised Provisional List of Delegations published as a Supplement to the Provisional Record of 10 June 1993. This communication was received after the end of the 72-hour time limit provided for in Article 26, paragraph 4(a), of the Conference Standing Orders. The Committee considered that it was not receivable in accordance with the above-mentioned provision.

39. On 18 June 1993 the Committee received an objection transmitted by fax and dated 25 May 1993 from the Papua New Guinea Trade Union Congress (PNGTUC) concerning the Workers' delegate of Papua New Guinea.

40. The name of this delegate appeared in the Provisional List of Delegations published as a supplement to the Provisional Record of 2 June 1993. This communication was received after the end of the 72-hour time limit provided for in Article 26, paragraph 4(a), of the Conference Standing Orders. The Committee considered that it was not receivable in accordance with the above-mentioned provision.

Communication from the Permanent Mission of the Republic of Korea

41. Following the publication of its Second Report, the Committee received a communication from the Permanent Mission of the Republic of Korea in Geneva drawing its attention, inter alia, to a summary in paragraph 7 of its report (*Provisional Record*, No. 14, p.14/45) that could be misleading. The summary noted that the International Federation of Journalists (IFJ) had referred to a refusal by the Government of the Republic of Korea to recognize the Korean Federation of Press Unions (KFPU). However, the IFJ had also indicated that its complaint in this connection had been lodged last year, adding that the KFPU had been legally recognized (on 18 January 1993) following a Supreme Court decision.

Payment of travel and subsistence expenses of delegations

42. The Committee received a communication from the Employers' Group, signed by its Secretary, Mr. Costas Kapartis, wishing to register the protest of the Employers' group at the number of governments which had not respected their obligation under Article 13, paragraph 2(a), of the ILO Constitution to bear travel and subsistence expenses for their Employers' delegations. Eight governments had not offered any financial support at all to their Employers' delegations. Many other Employers' representatives could not take part in the Conference for lack of financial support. Three of them had communicated their strong disappointment with this situation.

43. The communication added that the problem took dimensions beyond the fulfilment of the constitutional obligations of member States. It interfered with tripartism, a more balanced composition of delegations and the smooth functioning of the Conference; it was therefore necessary for measures to be taken to improve the situation and for the Officers of the ILO Governing Body to be informed of the results.

44. The Committee also received a communication from three advisers of a country who said that their government had not paid the travel and subsistence expenses of any of the three Workers' advisers that it had nominated and from one regional trade union organization which stated that the government had refused to pay more than half of the travel and subsistence expenses of a Workers' adviser. In this respect, the Committee noted that the delegation of the latter country had ordered the name of the adviser to be deleted from the *List of Delegates*.

45. On the same subject, the Committee drew attention to paragraph 18 of its First Report (*Provisional Record*, No. 10, page 10/26) which had recalled the obligation of Members under Article 13, paragraph 2(a), of the Constitution to pay the travelling and subsistence expenses of their delegates and advisers, and trusted that this obligation would be respected throughout the duration of the Conference.

46. At the same time, the Committee once again recalled the provisions in the Conference Standing Orders that set out its mandate, namely Articles 5 and 26, which did not include in its functions the consideration of objections based on non-compliance by a member State with its obligations under Article 13, paragraph 2(a), of the ILO Constitution. The Committee's action was therefore limited to taking note of the communications received.

47. In response to the request made by the Credentials Committee of the 79th Session of the Conference in its Fourth Report that the possibility of introducing an appropriate mechanism to evaluate the extent to which the obligations under Article 13, paragraph 2(a), of the Constitution were being complied with should be examined by the competent bodies of the ILO (79th Session, *Provisional Record*, No. 26, page 26/5), the Committee was informed that the Office had highlighted the call made to that effect in the Memorandum for the Conference and had included a space on that subject in the Form for Credentials which had been sent to governments along with the Memorandum. The governments of 51 member States had responded to this initiative when they issued the credentials of their delegations. Forty-four of those governments had declared that they paid the expenses of the whole of their delegations, and six had said that they only covered part of their delegations, normally paying the expenses of a specific number of non-governmental advisers.

48. In taking note of the Office's initiative, the Committee urged governments to include the above information in the credentials that they sent in order to assist the study of the extent to which Article 13, paragraph 2, of the Constitution was being respected.

49. The Credentials Committee submits the present report to the Conference in order that the Conference may take note of it.

Geneva, 18 June 1993

(Signed) J. AUSMAN,
Chairman

D. FUNES DE RIOJA

C. GRAY

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No. 22 – Saturday, 19 June 1993

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Fourth item on the agenda: Prevention of major industrial accidents

Report of the Committee on the Prevention of Major Industrial Accidents

1. The Committee on the Prevention of Major Industrial Accidents was set up by the International Labour Conference at its first sitting on 2 June 1993. It was originally composed of 136 members (55 Government members, 40 Employers' members and 41 Workers' members). To achieve equality of voting strength, each Government member was allotted 328 votes, each Employers' member 451 votes and each Workers' member 440 votes. The composition of the Committee was modified several times during this session and the number of votes attributed to each member was adjusted accordingly.

2. The Committee elected its officers as follows:

Chairman: Dr. Payaman J. Simanjuntak (Government member, Indonesia);

Vice-Chairpersons: Mr. P. Campbell (Employers' member, United Kingdom) and Ms. S. Mayman (Workers' member, Australia);

Reporter: Mr. T. Seymour (Government member, United States).

3. At its fourth sitting the Committee appointed members of a Committee Drafting Committee composed as follows: Ms. C. Clémente (Government member of France); Mr. G. Simonnet (Employers' member of France); Ms. S. Mayman (Workers' member of Australia); and the Reporter of the Committee.

4. The Committee had before it Reports IV (2A) and IV (2B) prepared by the Office for a second discussion by the Conference of the fourth item on the agenda: "The Prevention of Major Industrial Accidents". The proposed Convention and the Recommendation submitted by the Office were contained in Report IV (2B).

5. The Committee held 12 sittings.

General discussion

6. The Representative of the Secretary-General of the Conference, Dr. K. Kogi, welcomed the delegates at the first sitting of the Committee and proceeded with the election of its Chairman. Thereafter, he recalled briefly the documents since the first discussion in 1992. Following the first discussion, the Conference Committee resolved to amend the title of the proposed new instruments to the Prevention of Major Industrial Accidents. The Office had received replies from 57 member States and, in addition, replies from seven member States were received too late for inclusion in Report IV (2A): these were available to members of the Committee who wished to consult them. The proposed Convention and Recommendation contained in Report IV (2B) had been drawn up by the Office to reflect the observations received. The Representative of the Secretary-General pointed out that some drafting changes had been introduced to the Conclusions which were adopted by the Conference at its 79th Session in 1992 for the sake of clarity. He also drew particular attention to the several modifications introduced by the Office to the texts of the proposed instruments. The first such modification dealt with the terms "major hazard installation" and "threshold quantity" which were defined without reference to a specific, limited physical area where the said quantity of the hazardous substance is retained. Since this lack of reference to a specific physical area could create a legal problem, the definition of the term "threshold quantity" was altered. The second change introduced concerned the rearrangement of the order of the definitions under Article 1. As the definition of the term "near miss" in this Article was retained, attention was drawn to the need to consider the consistency of this definition with that of a "major accident" and reference was made accordingly to the Office proposal in Report IV (2A) regarding the need for the alignment of the two definitions. Thirdly, the text of Article 3 concerning the progressive implementation of preventive measures was broadened to include "other interested parties who may be affected" in order to bring the text in line with Article 2, paragraph 2, and with Article 4, paragraph 1. The fourth modification concerned Article 17, on the siting of major hazard installations in which a new reference to appropriate measures for existing installations had been incorporated. The fifth modification dealt with Articles 19 and 20 on the rights and duties of workers and their representatives and aimed at clarifying the meaning of the term "control" by the introduction of a better formulation with regard to controlling developments likely to lead to a major accident. The last modification was the deletion in paragraph 3 of the Recommendation of the reference to "reviewed, revised and updated" versions of the *ILO Code of Practice on the Prevention of Major Industrial Accidents*, published in 1991. This was necessary to avoid the difficulty arising from the fact that future revisions of the Code would imply changes in the substance of the Recommendation without resorting to the normal standard-setting procedures of the ILO. Within this context, the representative of the Secretary-General referred to the suggestions made by a few govern-

ments regarding the addition of some relevant provisions that could give important means of action to be pursued by member States. He drew particular attention to the proposal made by the Government of the United States which was reproduced in Report IV (2A) and recalled that the proposal was similar to an amendment submitted to the Conference Committee last year by the Government of the United States. He also outlined the current activities of the Office, with particular reference to the work on chemical safety, policy guidance, information exchange and the implementation of technical cooperation projects.

7. The spokesperson of the Employers' members expressed the hopes that the Committee would work to reach an agreement on a Convention that would contribute to the prevention of major industrial accidents. Since the first-year discussion, the Employers' members supported the drafting of an international instrument that would be flexible to accommodate the various systems on the prevention of major industrial accidents and that was linked to basic principles governing their prevention. The text drawn up as a result of the first year discussion contained a number of provisions on which the Employers' members had voiced very serious reservations and which needed to be suitably re-examined prior to supporting the adoption of the proposed instrument. The provisions referred to included the concept of near misses, the siting of major hazard installations and the Recommendation, in particular its linkage to the ILO Code of Practice on the subject. He also reiterated the continued opposition of the Employers' members to the extension of the Convention into areas beyond the conventional industrial operations, such as biological hazards. Since Conventions become binding instruments when ratified, they must not impose obligations so burdensome as to slow progress. They should be universally applicable, simple and flexible with due regard to the differences in the levels and conditions of development in the various countries. Progress would be achieved step by step, and this Convention would be one such step in the direction of preventing major industrial accidents liable to harm people at work and those in the vicinity of the accident. An all-embracing standard of excellence which could not be ratified was of little use.

8. The spokesperson of the Workers' members welcomed a Convention and a Recommendation that prevented major industrial accidents while cautioning that in its present draft, the Convention created geographical limits on coverage, in terms of "major hazard installations", rather than coverage defined by the risk of accident in relation to major hazards. She pointed out two recent examples of incidents that the Workers' members believed should be taken into account by the Convention. The first was the near miss at a nuclear plant, and the second was a recent disastrous fire at a toy factory. The exclusion of transport from the scope of the Convention was in conflict with its preamble which stressed the need for a comprehensive and a coherent approach to the prevention of major industrial accidents, and she also referred to the Chemicals Convention (No. 170), 1990, which covered transport. The spokesperson also stated that a Convention with foresight as well as hindsight should cover biological hazards and should be in line with the 1990 annual report of the Director-General of the ILO which linked environmental concerns with working conditions. She further requested a clarification by the Office concerning what the Workers' members viewed as significant textual changes appearing in Report IV (2B) on the Prevention of Major Industrial Accidents.

9. The Government member of the United States stated that the first year discussion resulted in a very good draft Convention and Recommendation. It was important for member States to use a systematic approach in preventing major industrial accidents. The basic elements of this approach, which the Convention and Recommendation employed, had to be retained. In preventing major industrial accidents, outside emergency resources and manpower, such as fire brigades, should be relied upon by the major hazard installation. The prevention of property loss and the protection of human lives and the environment were equally important.

10. The Government member of Denmark speaking on behalf of the Government members of Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain and the United Kingdom, member States of the European Communities (EC), stated that the text prepared by the Office for discussion at the 80th Session provided a satisfactory basis for finalizing the Convention supplemented by a Recommendation. The instrument should be flexible in order to enable its ratification and should be compatible with other international instruments in the field such as the Convention on the Transboundary Effects of Industrial Accidents adopted by the United Nations Economic Commission for Europe. The EC countries were concerned with the difficulties associated with practical implementation of measures aimed at preventing major accidents especially as different systems existed in different countries and emphasized that the effort involved coordination between more than one agency in the same country. To support the implementation of major hazard regulations, the Commission of the European Communities had set up a special committee composed of representatives from the competent authorities of the member countries. For a successful implementation of the Convention, the ILO could step up its advisory services already provided to some countries and promote collaboration between countries, an effort with which the EC countries and others could assist.

11. The Government member of Canada strongly supported the coverage by the Convention of the safety of the public and the environment and stated that the instrument should be simple, flexible and free from details.

12. The Government member of China supported the adoption of a Convention and a Recommendation on the prevention of major industrial accidents. Despite its importance, the term "near miss" should be deleted since such an incident could not be notified by the employer. He stated that the reference to the ILO Code of Practice in the Preamble of the Convention and the Recommendation was im-

portant, and suggested the replacement of paragraph 3 of the Recommendation by a text containing the relevant key provisions.

13. The Government member of Australia supported the text of the proposed Convention and Recommendation. He considered that transport, nuclear and military installations should not be automatically excluded from the scope of the Convention. He observed that biological hazards should also be covered and that the Convention as currently drafted was capable of dealing with biological organisms while leaving the determination of applicable criteria to each member State. The requirement to submit information on "near misses" was essential in preventing major industrial accidents. Provision for liability for the consequence of a major accident was also important in preventing damage. The need for the proposed instruments to be flexible and to facilitate their application among member States was emphasized.

14. The Government member of Japan emphasized that the establishment of a system for the prevention of major industrial accidents was important for the protection of workers. The instrument should take the form of a Recommendation and should be flexible enough to allow its application by different national laws and practices. It should focus on the protection of workers while referring to matters relating to the protection of the public and the environment as elements to be taken into consideration.

15. In response to a query raised by the spokesperson of the Workers' members regarding textual changes in Report IV (2B), the representative of the Secretary-General explained that such changes were made in accordance with Article 39 of the Standing Orders of the Conference.

16. The Committee agreed to despatch a message to Mr. C. K. Hyder, Vice-Chairperson and Employers' member, Bangladesh, of the Committee on the Prevention of Industrial Disasters, 79th Session, 1992, to wish him good health and a speedy recovery.

Considerations of the proposed Convention contained in Report IV (2B)

PREAMBLE

17. An amendment submitted by the Workers' members to refer in the third preambular paragraph to the conclusion of the Tripartite Advisory Meeting on Environment and the World of Work presented to the ILO Governing Body at its 16-19 November 1992 Session was subamended by them not to refer to this meeting but instead to replace the word "comprehensive" in that paragraph by "global". The amendment, as subamended, was adopted.

18. The Government member of Korea withdrew an amendment to delete the fourth preambular paragraph.

19. An amendment by the Government member of Japan to replace the word "noting" by the word "recalling" in the fourth preambular paragraph was also withdrawn.

20. The preamble, as amended, was adopted.

PART I. DEFINITIONS AND SCOPE

Article 1[1]

21. The Workers' members submitted an amendment to subparagraph (a) to insert the words "or biological organism" after the word "mixture" for a wider coverage of the Convention as major accidents involving biological organisms might occur and for the reason that the issue was dealt with by the Occupational Safety and Health Convention (No. 155), 1981. The Employers' members considered that the inclusion of biological hazards was inappropriate as the proposed Convention was structured to deal with conventional hazards such as flammable, explosive or toxic materials. Considering the pathogenicity of micro-organisms, it was not possible to define "organisms" in the sense of "hazardous substances" evaluated by chemical, physical and toxicological properties. Several Government members opposed the amendment on the same grounds. The Government member of Hungary shared the concerns of the Workers' members, while agreeing with the view of the Employers' members, and proposed as an alternative the preparation by the Committee of a consensus statement inviting the International Labour Office to take appropriate steps to address the biological hazards with the ultimate purpose of formulating international standards on safety in biotechnology. The Workers' members withdrew the amendment on condition that a Working Party would elaborate a statement or a resolution on the subject of biotechnology and biological hazards, and a Working Party was subsequently established.

22. An amendment was proposed by the Employers' members to add, at the end of subparagraph (a), the words "which, under certain circumstances, is capable of giving rise to a major accident". They believed that hazards were inherent and there was a need to emphasize the link with major accidents in the proposed text. It was withdrawn in the face of opposition by the Workers' and Government members.

23. The Workers' members submitted an amendment which sought to add the words "or a major hazard activity" at the end of subparagraph (b) as they thought it would enhance clarity as the term "installation" referred to a fixed area. Following opposition by the Employers' and Government members, the amendment was withdrawn.

24. The Workers' members submitted an amendment to subparagraph (c) to replace the word "term" by the word "terms" in the first line and the words "which exceed" by the word "exceeding" in the fourth line. The amendment also sought to delete the words "or categories of substances" and to introduce a text incorporating the concept of transport in the definition. In the ensuing discussion, the Employers' members opposed the addition of the word "transport" as it extended the scope of the provision

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[1] The numbering of the Articles and Parts of the text as well as the titles of the Articles reproduces that of the proposed Convention in Report IV (2B). It does not necessarily correspond in every case to the numbering of the Articles, parts of the text or the titles of the Articles in the proposed Convention reproduced at the end of the Committee's report, which is based on the decisions of the Committee and, in some cases, of the Drafting Committee.

and opposed the deletion of the reference to "categories of substances" since this diluted the definition. The Employers' view was further supported by several Government members. As a result, and given the outcome of the discussion on subparagraph (b), the Workers' members withdrew their amendment.

25. The Workers' members submitted an amendment to delete the words "unexpected, sudden" in subparagraph (d) arguing that many major accidents were expected. The Employers' members and several Government members opposed the amendment as these terms were crucial to the definition of a "major accident". Subsequently, the Workers' members introduced a subamendment to replace in the Office text the word "unexpected" with the word "unplanned" and retain the word "sudden". The Government members of the member States of the EC proposed another subamendment to replace the word "unexpected" with the word "uncontrolled". Following an extensive discussion, it was decided to refer this amendment with its subamendments and another amendment to delete the word "sudden" submitted by the Government members of Botswana, Lesotho, Malawi, Swaziland, Tanzania and Zambia, to a Working Party. The Working Party, having considered the words "unexpected", "uncontrolled" and "unplanned" as unsatisfactory, proposed to replace the words "an unexpected," by the word "a" and to retain the word "sudden". This proposal was adopted by the Committee.

26. Another amendment was submitted by the Workers' members to delete the word "major" in the second line of subparagraph (d) on the grounds that it was an unnecessary qualifier and that the protection of workers against danger should be the primary objective. The Employers' members viewed that the word "major" was essential to the definition in that it provided some categorisation to report the type of accident, and the majority of the Government members agreed that the term was essential. After hearing the views of some Government members who considered that the definition could encompass emissions or fires leading to a serious danger, the amendment was withdrawn. In this context, the Government member of Spain noted that the term "major" in Spanish needs clarification.

27. The amendment submitted by the Government members of Australia and Sweden to insert the words "and risks" after the word "hazards" in the second line of subparagraph (e) for clarification and to bring the text in line with the intent of Article 9 (a) was adopted.

28. The Employers' members submitted an amendment to replace the word "safety" in the last line of subparagraph (e) by the words "management of major accident hazards" in order to enhance the clarity of the definition. Faced with opposition by the Workers' members and the majority of the Government members who wanted to stress the concept of safety and who agreed that the proposed text of subparagraph (e) was satisfactory, the amendment was withdrawn.

29. An amendment submitted by the Government member of Angola to add a new subparagraph concerning a definition of the term "safety audit" was not seconded and was rejected.

30. There was a lengthy discussion on four identical amendments submitted by the Employers' members, the Government members of China and India and the Government members of Belgium, Denmark, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain and the United Kingdom, member States of the European Communities (EC), to delete subparagraph (f) on the basis that the term "near miss" was difficult to define, did not cover day-to-day operations and was too complicated for the Employers' members to report on. The Workers' members strongly opposed this amendment because they maintained that the concept promoted the principle of the prevention of major accidents. Although several Government members recognised the need for further clarification of the definition of the term "near miss", they objected to its deletion in view of the importance of the concept and the usefulness of lessons learnt from it. While the representative of the Commission of the European Communities (CEC), speaking on behalf of the Government members of the member States of the EC, opposed the retention of the term "near miss", he supported the retention of the concept as conveyed in Article 13. At this juncture, the Chairman suggested an option of deferring the consideration of this amendment until Articles 9 and 13 had been discussed. After further discussion, as an agreement could not be reached, the amendment was put to vote and was rejected with 11,128 votes against, 9,368 votes in favour, and 304 abstentions. This vote retained the term "near miss" in the definitions.

31. Based on the outcome of the conclusion of the Working Party concerning the definition of the term "major accident" in subparagraph (d), an amendment submitted by the Government members of Botswana, Lesotho, Malawi, Swaziland, Tanzania and Zambia to delete the word "sudden" from the first line in subparagraph (f) was withdrawn.

32. The Government member of Japan submitted an amendment to replace the word "event" by the words "minor accident" in the first line of subparagraph (f) for clarity of the definition. Faced with opposition by the Employers' and Workers' members, this amendment was also withdrawn.

33. The Government members of Australia, Canada, Hungary, Norway and the United States submitted an amendment to replace the text "effects of safety ... adverse effects" by the words "circumstances, could have escalated to a major accident" in subparagraph (f) for simplicity of the definition. The Employers' members did not believe that the amendment improved the proposed text. The Workers' members proposed referring the text to a Working Party, which was opposed by the Employers' members on the grounds that this proposal anticipated the discussion on Articles 9 and 13. The Government member of Denmark, speaking on behalf of the Government members of the member States of the EC, introduced a subamendment to the amendment to replace the word "circumstances" by the words "effects, actions or systems". Following further discussion, the Committee adopted the amendment as subamended while agreeing to a further subamendment to delete the term "unplanned" in the first line of subparagraph (f) for consistency with the conclusion of the Working Party concerning the drafting of

subparagraph (d) as approved by the Committee. Part 2 of the original amendment to delete the article "the" preceding the word "mitigating" in the second line, was referred to the Committee Drafting Committee. Based on the outcome of the discussion of this amendment, the Employers' members withdrew an amendment which sought to insert in subparagraph (f) the word "emergency" before the word "safety" in the second line and also before the word "procedures" in the third line, the words "or the environment," in the fourth line, and to delete the words "or the environment" in the fourth line.

34. The Government members of Belgium, Denmark, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain and the United Kingdom, member States of the EC submitted an amendment to add a new paragraph under Article 1 to read: "This Convention is concerned with the prevention of major accidents involving hazardous substances and the limitation of their consequences" in order to define the scope of the Convention. This amendment was opposed by the Workers' members who believed that the amendment defined an objective and not a scope. The Employers' members submitted a subamendment to add at the end of the amendment the phrase "at fixed major hazard installations". In the ensuing discussion, the Government member of the United States proposed to defer the discussion of the amendment and its subamendment in conjunction with Article 2. This proposal was accepted by the Committee.

35. Article 1, as amended, was adopted.

Article 2

36. The Workers' members submitted an amendment to delete paragraph 1 of Article 2 since the objective of the Convention was the prevention of major accidents and that any exclusion would result in the risk of danger to workers, the public and the environment, especially in developing countries which did not have regulations to guard against such danger. The Convention would complement existing regulations in industrially developed countries and would neither compete with nor aim to replace those regulations. ILO Conventions were the only international instruments with focus on workers' issues, given their tripartite structure. The Workers' members further submitted a subamendment to their original amendment which sought to discuss each of the three subparagraphs of Article 2 (1) separately. The Employers' members and several Government members opposed the subamendment. A lengthy discussion ensued in which the Workers' members further elaborated on the reasons for their subamendment. However, the Employers' members and several Government members maintained their opposition. The Workers' members withdrew the subamendment and the Committee proceeded with the debate on the amendment. The Employers' members argued for the exclusion of the installations listed under paragraph 1, stating that the provision strengthened the Convention. They noted that nuclear installations had their own strict control measures whilst the facilities handling non-radioactive substances at these installations remained within the scope of the Convention. They expressed their concern for safety and health in transport but maintained that while transport was covered by various existing regulations, their primary objection was that its coverage by the Convention required the addition of a significant number of technical provisions that were outside the scope of the discussions the Committee had during the development of this Convention. Several Government members such as those of Nigeria and the United States cited that military installations were exempted from the scope of their national legislation. The Government member of Algeria spoke in support of the Workers' amendment and noted that Paragraph 2 of this Article provided the flexibility for exclusions. After further debate and put to the vote, the amendment was rejected with 186,147 votes against, 136,826 votes in favour, and no abstentions.

37. The Government members of Australia and Sweden submitted an amendment to replace paragraph 1 of Article 2 by the text "The Convention applies to all fixed major hazard installations". In introducing the amendment, the Government member of Australia argued that there should be no provisions for automatic exclusion of installations from the scope of the Convention, and that exclusions should be decided on a case-by-case basis. Deep concern was expressed at the growing risks and the increasing number of serious accidents related to the use of hazardous substances and chemical products which resulted in the death of several thousands of persons, both inside and outside the installations. He emphasized the need to enhance the consultative mechanism between employers' and workers' organizations concerning integrated and comprehensive policies for hazard prevention in connection with the use of dangerous processes as well as the production, transport, storage, handling and disposal of hazardous substances. He considered that the present UN treaties were liability treaties and not safety and health treaties. The Workers' members supported the amendment based on the arguments forwarded during the discussion of their previous amendment on the subject of exclusion. The Employers' members, however, reiterated their opposition to the amendment which they viewed would weaken the Convention. Following a discussion in which the Government members expressed varying views, the amendment was voted and rejected by 181,374 votes against, 138,417 votes in favour, and 3,182 abstentions.

38. The Government member of Korea submitted an amendment to delete subparagraph (c), arguing that transport possessed the potential of major industrial accidents. The Employers' members opposed the amendment on the basis of arguments forwarded by them during the previous discussion of the amendments which sought to either delete or replace Paragraph 1 of the Article. They also reiterated the view that the inclusion of transport within the scope of the Convention required technical details which were neither contained in the Convention nor in the ILO Code of Practice. The Workers' spokesperson supported the amendment by referring to the statement made by the representative of the International Transport Workers' Federation (ITF). She recalled that the representative had underlined that the proposed ILO Convention would complement existing standards on transport whilst stating that there only existed two universal standards on the subject,

namely the International Maritime Dangerous Goods Code and the International Convention on Civil Aviation. There were no other international instruments with respect to all other transport except in Europe. Even the international codes that existed were not harmonized. More importantly, the existing international Conventions covered international transport and not internal transport. Some Government members supported the amendment by sharing the arguments of the Workers' members, while several others were against it and took the same view as that expressed by the Employers' members. The amendment was voted and rejected by 182,965 votes against, 136,826 votes in favour and 1,591 abstentions.

39. Two identical amendments to delete the words "other than pipeline" from subparagraph (c) were submitted by the Employers' members and the Government members of Belgium, Denmark, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain and the United Kingdom, member States of the EC. In introducing their amendment, the Employers' members stated that although pipelines could be recognized as being fixed they were a mode of transport and, as such, pipelines should not be included in the scope of the Convention. Because of the transboundary nature of pipelines, there were difficulties in defining threshold quantities and in the preparation of safety reports. The Government members of Belgium, Denmark, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain and the United Kingdom, member States of the EC, reiterated that pipelines required different safety considerations, and argued that emergency plans might have to involve several countries and that threshold quantities were difficult to fix. The inclusion of pipelines in the proposed Convention would therefore create difficulties in the eventual ratification. The Workers' members opposed the amendment on the grounds that threshold quantities could be determined based on the volume of and the flow of chemicals in the pipeline and that pipelines were already included in the ILO Code of Practice. Several Government members supported the inclusion of pipelines as they presented a great potential for major accidents. The amendment was voted and rejected with 181,374 votes against, 141,599 votes in favour and 1,591 abstentions.

40. An amendment to add a new subparagraph to exclude "Extraction and other mining operations" was submitted and subamended by the Government member of the United Kingdom to read "The extraction of oil and gas off-shore". Despite the potential of major accidents associated with particularly hazardous off-shore operations, their exemption was considered necessary as this Convention did not provide for proper control regime in this sector. It was further pointed out that excluding the extraction of oil and gas off-shore from this Convention would enable the ILO to develop more comprehensive instruments in the future. The Employers' members were reluctant to support the amendment because it introduced a new topic which had not been discussed during the development of the Convention. In the face of the reluctance of the Employers' and Workers' members to support the amendment, it was withdrawn.

41. An amendment was submitted by the Government member of Japan to delete the words "and other interested parties who may be affected," in paragraph 2. The reason given was that although major accidents could affect the public and the environment, that did not necessarily mean all parties should be consulted, especially when the issues were technical in nature. The retention of the phrase left the definition open as to who was to be consulted. While the Workers' members supported the amendment for the reasons indicated, the Employers' members and the majority of the Government members held opposite views by stressing the need for extending the consultation process to include other interested parties who might be affected, to help the ratification process. As a result the Workers' members withdrew their support to the amendment which was subsequently withdrawn.

42. Another amendment was also submitted by the Government member of Japan to replace the words "for which equivalent protection is provided" in paragraph 2 by the text ", when the competent authority is satisfied that the overall protection afforded to them in pursuance of national law and practice is not inferior to that which would result from the full application of the provisions of the Convention." The purpose of the amendment was to highlight the provision of equivalent protection as the paragraph dealt with the exclusions from the scope of the Convention. Furthermore, final decisions for such exclusions should be made by the competent authority in the light of national laws and established practices, a provision which was already in the Chemicals Convention (No. 170) adopted in 1990. This amendment was similarly supported by the Workers' members but opposed by the Employers' and several Government members. Subsequently, the Workers' members withdrew their support and the amendment was also withdrawn noting the general understanding that the idea was covered by the original text.

43. The amendment which was previously submitted by the Government members of Belgium, Denmark, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain and the United Kingdom, member States of the EC, to add a new paragraph under Article 1 to read "This Convention is concerned with the prevention of major accidents involving hazardous substances and the limitation of their consequences" was tabled for discussion in view of its relevance to Article 2. The amendment was intended to provide a general coverage of the scope. It was subamended by the Employers' members to add after the word "substances" the words "at fixed major hazard installations.". The Government members submitting the amendment noted that the term "fixed" was confusing because it was not clear whether it referred to the physical parameter of the installation or to the concept of mobility; and further amended the subamendment to delete the word "fixed". The text was further amended by the Workers' members who introduced the words "applies to major hazard installations and" after the words "The Convention" for clarity and delete similar wording proposed by Employers' members to be inserted after the word "substances". In the ensuing discussion, there was a general consensus concerning the amendment as subamended three times and the finalization of the text was left to the Committee Drafting Committee provided that the new

paragraph ranged first in the order of paragraphs in Article 2.

44. The Government members of Canada, Finland, Norway, Sweden and the United States submitted an amendment to add a new paragraph to read: "The Convention applies to all fixed major hazard installations." and withdrew it in favour of the amendment submitted by the EC members as subamended. The amendment submitted by the Government member of China to add a new paragraph to read: "This Convention applies to all sites in which a major hazard installation exists." In the light of the outcome of the discussion of the previous amendment to introduce a new paragraph, the Government member of China also withdrew his amendment.

45. Article 2, as amended, was adopted.

46. In response to a query by the Government member of Switzerland concerning the definition of the word "consultation", the representative of the Secretary-General stated that the term referred to a process whereby governments tried in good faith to take into account the views of the parties consulted, such as representative organisations of Employers and Workers, in making their decisions. The government remained in principle responsible to take the final decision. The term "after consulting" referred to the case where a final decision by the Government would be taken after consultations had taken place. The term "in consultation with", more frequent in recent instruments, placed emphasis on the continuing character of the obligation to consult. Guidance as to the principles of such a process was provided in the Tripartite Consultation (International Labour Standards) Convention (No. 144), adopted in 1976.

Article 3

47. Since no amendments were proposed, Article 3 was adopted without change.

48. The Government members of Belgium, Denmark, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain and the United Kingdom, member States of the EC, withdrew an amendment to change the title of Part I of the Convention to "Scope and definition" in favour of a similar one proposed by the Government member of China, as well as a proposal to rearrange the order of Articles 1, 2 and 3 to 2, 3 and 1. The amendment was adopted.

PART II. GENERAL PRINCIPLES

Article 4

49. The Workers' members submitted an amendment to insert the words ", the public and the environment" after the word "workers" in the fifth line in paragraph 1. The purpose of the reformulation of the text in this amendment was to ensure that "other interested parties" were not mandated to consult on issues concerning the protection of the workers. The amendment was believed to improve the congruency of the text. Related to this amendment, the Workers' members also submitted another one to delete the words "taking account of their effects on the public and the environment" from the fifth and the sixth lines in paragraph 1. The two amendments were opposed by the Employers' members on the grounds that the Convention was concerned mainly with the prevention of major accidents and their effects on the workers. While some Government members opposed the two amendments, several others expressed their support. Put to vote, the two amendments were adopted by 12,733 votes in favour, 10,829 votes against, with 952 abstentions.

50. An amendment to delete the words ", where practicable," from paragraph 2 was submitted by the Workers' members who argued that the phrase introduced an unnecessary qualifier as the words "best available safety technologies" already provided the intent. Retention of the text would weaken the emphasis on the need to make use of the best available safety technologies. The Employers' members opposed the deletion of the words "where practicable" because it was not always possible to identify or implement best available technology, especially in developing countries, and where existing technologies provided an acceptable level of protection. The Employers' members also observed that it was not practicable to achieve the highest safety standards within a short period. The Government members of the member States of the EC also stated that the provision was only about promoting the use of the best available technologies. Other Government members also opposed the amendment, which was subsequently withdrawn.

51. Article 4, as amended, was adopted.

Article 5

52. The Government members of Australia, Canada and the United States introduced an amendment to replace the words ", draw up" by the words "and other interested parties who may be affected, establish" arguing that this would improve the text and enhance its harmonization with that in other Articles. This amendment was supported by the Employers' members and the Workers' members and was adopted. A similar amendment submitted by the Government members of Botswana, Lesotho, Malawi, Swaziland, Tanzania and Zambia to insert the words "and other interested parties who may be affected", after the word "workers" and to delete the word "and" after the word "employer" in the third line was withdrawn. Another amendment submitted by the Government members of Botswana, Lesotho, Malawi, Swaziland, Tanzania and Zambia to replace the word "a" after the words "draw up" by the words "an effective" was also withdrawn.

53. The Government member of Switzerland submitted an amendment to replace the word "regularly" by the word "periodically" to enable the competent authority to plan periodic reviews only when the need arose, thus offering greater flexibility to the instrument. This amendment was opposed by the Workers' members who emphasized that the term "regular" referred to a reasonable duration between updates and reviews of systems and that such action was necessary for the safety of the workers. The Employers' members preferred the original text and the amendment was withdrawn.

54. Article 5, as amended, was adopted.

Article 6

55. An amendment was submitted by the Government member of Hungary to delete the words "to a competitor". The Workers' members were against the amendment as it widened the possibility of protecting confidential information. The Employers' members and several Government members supported the proposal. Subsequently, the Workers' members withdrew their opposition and the amendment was adopted.

56. Article 6, as amended, was adopted.

PART III. RESPONSIBILITIES OF EMPLOYERS

IDENTIFICATION

Article 7

57. Since no amendments were proposed, Article 7 was adopted without change.

NOTIFICATION

Article 8

58. The Government members of Australia, Canada, and the United States submitted an amendment to add a new paragraph to read: "Employers shall also notify the competent authority before any permanent closure of a major hazard installation.", so as to enable the competent authority to take any necessary action. The Employers' members opposed the amendment arguing that such notification was unnecessary because of the burden it placed on the employer at a time when the safety report contained all the necessary information. The Workers' members supported the amendment as they considered it was essential to alert the competent authorities to enable them to monitor the closure to ensure a safe decomissioning of the installation. Their view was also shared by several Government members. The Government members of the member States of the EC stated that the issue relating to the closure of installations would be better dealt with by their amendment proposed to Article 12 on the safety report. The Employers' members submitted a subamendment to replace the word "before" by the words "on the occasion of". This was opposed by the Workers' members and several Government members and the Employers' members withdrew their subamendment. The amendment was carried and its sequence in the Article was left to the Committee Drafting Committee to determine.

59. Article 8, as amended, was adopted.

New Article

60. As the amendment submitted by the Government member of Angola to introduce a new Article after Article 8 was not seconded, it was not discussed.

ARRANGEMENTS AT THE LEVEL OF THE INSTALLATION

Article 9

61. The Government member of Japan submitted an amendment to add the following text at the end of subparagraph (a): "or, in the case of member States where employers are obliged to observe comprehensive safety standards which are provided by the competent authority and are satisfactory for the prevention of major accidents, the assessment which has been conducted for the purpose of observing such safety standards". This amendment sought to allow for an alternative approach to set up detailed and comprehensive national safety standards which covered technical requirements such as specification of materials to be used, voluntary inspection of plants, specification of safety equipment, education and training and staffing by qualified personnel. By complying with such rigorous technical standards, employers could achieve the highest level of safety. Therefore, such a system as that in Japan and some other countries, should also be considered to offer an equivalent safety system as that in the Convention. The Government member of the United Kingdom supported the amendment as it provided flexibility to allow for different systems. The Employers' members agreed with the proposal but did not support the amendment as they considered that the Convention did allow for systems that provided equivalent protection, and they abstained. The Workers' members were reluctant in supporting the amendment because its intention was not clear as an option for an equivalent system to that in the original text and they abstained. Subsequently, the Committee having no quorum, the amendment was not carried.

62. An amendment was submitted by the Workers' members to insert the words "fail-safe systems," after the word "design," in subparagraph (b) in order to expand the provision to include reference to such safety systems. In support of the proposal, the Employers' members suggested to expand the coverage to include more than just the reference to fail-safe systems through a subamendment which sought to replace the words "fail-safe systems" by the words "safety systems". Such systems would be introduced based on the results of risk assessment and hazard and operability studies. Whilst the Government members of the member States of the EC supported the subamendment, other Government members opposed it. The Workers' members supported the subamendment, and it was adopted.

63. The Employers' members submitted an amendment to delete the words "choice of" from subparagraph (b) on the grounds that they were superfluous. This amendment was opposed by the Workers' members who emphasized the need to justify the use of a chemical taking the principle of substitution into consideration. Whilst the Government member of Austria appreciated the concern of the Workers' members, he pointed out that the chemicals had already been chosen by the technology and that it was sufficient to indicate them and proposed a subamendment to replace the words "choice of chemicals" by "an indication of chemicals used". The Government member of Hungary pointed out that the subparagraph addressed technical measures and that the choice of the chemicals, rather than the chemicals themselves, was the appropriate term to use, and opposed both the amendment and its subamendment. Following the support of this view by several Government members, the amendment was withdrawn.

64. The Employers' members submitted an amendment to replace the words "levels, hours of work" in subparagraph (c) by the word "arrangements" as they felt the Office text went into detail concerning the number of staff, qualifications and time-frames. The purpose of the amendment was to broaden and strengthen the Convention. The Workers' members opposed the amendment because they believed that staffing levels and the hours of work were closely related to safety. Their views were shared by several Government members and the amendment was withdrawn.

65. The Workers' members withdrew an amendment which sought to delete the words "on the site" from subparagraph (c) without discussion.

66. The Workers' members submitted another amendment to delete the word "the" in the second line of subparagraph (d) (i) arguing that the word changed the meaning of the text. Following a brief discussion, the matter was referred to the Committee Drafting Committee.

67. Another amendment to add a new clause between clauses (ii) and (iii) in subparagraph (d) to read "appropriate emergency medical plans and procedures to address the health consequences of a major accident;" was submitted by the Workers' members. The reason was to ensure that the provision of medical emergency plans in the case of a major accident was included in the text. This amendment was opposed by the Employers' members on the grounds that it was unnecessary since the provision was already covered in Article 9 and that an effective emergency plan would necessarily include medical emergency planning. Following opposition by several Government members who shared the Employers' members' view, the Workers' members subamended their amendment by adding the words "on-site" after the word "appropriate". This was further subamended by the Government member of Cyprus who proposed to delete the words "to address the health consequences of a major accident" from the text of the amendment. In an attempt to accommodate the concerns of the Workers' members, the Government member of the United Kingdom proposed a subamendment which sought to add the words ", including the health consequences of major accidents" after the word "plans" in subparagraph (d) (i). After a lengthy debate, the proposals were referred to a Working Party and the finalized text read as follows: "the preparation of effective site emergency plans and procedures, including emergency medical procedures, to be applied in case of major accidents or threat thereof, with periodic testing and evaluation of their effectiveness and revision as necessary;".

68. An amendment was submitted by the Government members of Canada, Finland, New Zealand, Norway, Slovakia, Sweden, Switzerland and the United States to add the following new subparagraph: "The recording of the lessons previously discussed with workers and their representatives, which have been drawn from near misses". In introducing this amendment, the Government member of Switzerland explained that the term "near miss" brought in a new concept that needed to be directed towards prevention. The amendment was subamended by the Workers' members by replacing its text with the words "improvement, including measures for gathering information and analyzing accidents and near misses. The lessons so learnt shall be discussed with the workers and their representatives and shall be recorded in accordance with national law and practice." Following wide support by the Employers' members and several Government members, the amendment, as subamended, was adopted.

69. On the basis of the result of the discussion on the previous amendment the Employers' members withdrew, without discussion, an amendment they had submitted to introduce similar wording.

70. Article 9, as amended, was adopted.

SAFETY REPORT

Article 10

71. Since no amendments were proposed, Article 10 was adopted without change.

Article 11

72. The Government members of the member States of the EC submitted an amendment to replace the word "report" by the word "reports" and the words "Article 10" by the words "Articles 10 and 12". The Employers' and Workers' members supported the amendment and it was adopted.

73. The Government members of Botswana, Lesotho, Malawi, Swaziland, Tanzania and Zambia submitted an amendment to add at the end of Article 11 the words ", within such a period as prescribed by national laws or regulations" in order to define the time-frame needed for the submission of the safety report to the competent authority. Faced with opposition by the Employers' and Workers' members, the amendment was withdrawn.

74. Article 11, as amended, was adopted.

Article 12

75. The Government members of the member States of the EC withdrew an amendment which sought to add a new subparagraph concerning the review, update and amendment of the safety report on the occasion of the permanent closure of a major hazard installation as a similar provision was introduced in Article 8.

76. The Workers' members submitted an amendment to add a new paragraph as number (2) to read "Employers shall comply with all recommendations concerning improvement or suspension of operations as prescribed by the competent authority". The Employers believed that despite the importance of the issue, they could not support the amendment as the word "recommendation" was imprecise and could include an opinion. The majority of the Government members also opposed the amendment and it was withdrawn.

77. Article 12 was adopted without change.

ACCIDENT REPORTING

Article 13

78. The Government members of Botswana, Lesotho, Malawi, Swaziland, Tanzania and Zambia withdrew an amendment to replace the words "as soon as" by the words "within such period as prescribed by national laws or regulations when" based on the outcome of a previous discussion on a similar amendment.

79. Three identical amendments were submitted by the Government members of Canada, Finland, New Zealand, Norway, Slovakia, Sweden, Switzerland and the United States; the Government member of China and the Employers' members to delete the text "and make available ... from near misses" from the Article. As the provision in the text proposed for deletion was already inserted in Article 9, the amendments were adopted.

80. Following the adoption of the previous three amendments, the amendment submitted by the Government members of the member States of the EC was not discussed.

81. Article 13, as amended, was adopted.

Article 14

82. The Government members of Botswana, Lesotho, Malawi, Swaziland, Tanzania and Zambia withdrew, without discussion, their amendment which sought to delete the words "within a fixed time-frame" and to insert the words "within a fixed time-frame as prescribed by national laws or regulations" after the word "accident" in paragraph 1, based on the outcome of previous discussions on the issue.

83. The Employers' members submitted an amendment to delete the word "detailed" in paragraph 1 as unnecessary. The amendment was opposed by the Workers' members and several Government members and was subsequently withdrawn.

84. There was a lengthy discussion on an amendment submitted by the Workers' members to replace the words "and describing" in paragraph 1 by the words ", its impact on human health, property and the environment, and actions detailing". The Workers' members maintained that as many details as possible were required to enable the competent authority to assess the impact of accidents. The Employers' members opposed the amendment by explaining that the consideration of the impact on human health, property and the environment went beyond the scope of an accident report. The Government members of the member States of the EC and several other Government members shared the Employers' members' concern and for similar reasons. At this stage, the Government member of Sweden submitted a subamendment to replace the words ", its impact... the environment" in the text of the amendment by the words "its immediate consequences, and". This subamendment was supported by the Workers' members but was opposed by the Employers' members and several others. Another subamendment was submitted by the Government member of the United Kingdom to replace the Workers' members' amendment by retaining the words "and describing" and inserting the words "its immediate consequences, and" after those two words. This received the support of the Workers' members, but was opposed by the Employers' members who introduced a further subamendment to the subamendment to insert the word "on-site" after the word "immediate". Following a discussion, the amendment, as subamended by the Government member of the United Kingdom and the Employers' members, was adopted.

85. The Employers' members submitted an amendment to replace the word "detailing" by the word "describing" in paragraph 2 that sought to improve the clarity. The Workers' members opposed the amendment arguing that the word "describing" was not comprehensive enough. The amendment was withdrawn.

86. An amendment by the Workers' members to replace the word "steps" by the word "actions" in paragraph 2 was adopted.

87. Article 14, as amended, was adopted.

New Article

88. The Workers' members submitted an amendment to introduce a new article under Part III of the Convention to read: "Employers shall have the ultimate responsibility for the prevention of major accidents. In the case of a major accident, the employer shall ensure prompt reparation for all those affected." They based their argument on past major accidents which left families of victims with no financial support and which resulted in damage to property and the environment. The proposal was in line with the "polluter pays" principle but was not intended to change the legal structure. The Government member of the Russian Federation agreed to the principle of liability being discussed but questioned its position in the Convention. While agreeing that they were responsible for preventing major accidents, the Employers' members opposed the amendment because in their view it addressed reparations which were legal issues that went beyond the scope of the Convention. Their view was also shared by the Government members of Algeria, Australia, Austria, Botswana, Hungary, Japan, Lesotho, Malawi, Nigeria, Swaziland, Tanzania and Zimbabwe. The Government members of the members States of the EC expressed their appreciation of the Workers' members' concerns but maintained that since the issue was not brought up during the first-year discussion at the 79th Session, the Committee did not have the basis to discuss the amendment and suggested deferring its discussion to the Recommendation. This idea was suppported by the Government members of Ghana, Indonesia and the United Kingdom. At this stage, the Workers' members requested the setting-up of a working party to finalize a text which incorporated their views for inclusion in the Recommendation. The proposal for a working party was opposed by the Government members of Austria and the United Kingdom and by the Employers' members. This was followed by a subamendment by

the Workers' members to replace their amendment by "Recognising that a major accident could have serious consequences in terms of its impact on human life and the environment, member States should ensure that systems are in place to compensate workers and the public as quickly as possible after the event and adequately address the effects on the environment". As the Employers' members considered that the subamendment continued to include compensation, they maintained their opposition to including a provision which was outside the scope of the Convention. Given ample time for discussion, such a provision might be more suited for consideration in a Recommendation. This view was supported by several Government members such as Australia, Germany, the Netherlands and the United Kingdom. Following a general consensus of the Committee to shift the discussion of the subamendment from the Convention to the Recommendation, the Workers' members withdrew both the amendment and subamendment proposed for the Convention on the understanding that the matter would be further considered within the framework of the Recommendation.

PART IV. RESPONSIBILITIES OF COMPETENT AUTHORITIES

OFF-SITE EMERGENCY PREPAREDNESS

Article 15

Since no amendments were proposed, Article 15 was adopted without change.

Article 16

90. The Government member of Korea submitted an amendment to add at the end of subparagraph (b) the words "with information on safety measures and the correct behaviour to adopt;" for the purpose of ensuring that the necessary information was transmitted by the competent authority. The Workers' members opposed the amendment as they believed its intent was already reflected in subparagraph (a). Their view was shared by the Government members of the member States of the EC and by other Government members such as those of Algeria and the United Kingdom. The Employers' members supported the amendment but following the wider interpretation given by the Committee, they withdrew their support, and the amendment was withdrawn.

91. The Government members of the member States of the EC submitted an amendment to replace subparagraph (c) by the text "where a major accident could have transboundary effects, the information required in (a) and (b) is provided to the States concerned, to assist in cooperation and coordination arrangements." The amendment was aimed at placing the competence to cooperate and coordinate with the member States as the competent authorities did not have the authority to do so. Both the Employers' and the Workers' members supported the amendment, and it was adopted. As such, an amendment by the Workers' members to delete the words ", as appropriate," in the proposed Office text was not discussed.

92. Article 16, as amended, was adopted.

SITING OF MAJOR HAZARD INSTALLATIONS

Article 17

93. An amendment to replace the word "reflect" by the words "be based on" proposed by the Government member of Cyprus was not seconded and was rejected.

94. The Workers' members submitted an amendment to add a new paragraph to read: "The siting policy shall be periodically updated taking account of: (i) the risks arising from the installation; (ii) the need for appropriate separation, on a long-term basis, of hazardous installations, residential areas, public facilities and natural areas of particular interest, susceptibility or vulnerability; (iii) appropriate measures for existing installations." This amendment was intended to widen the scope of siting policies to include the three areas mentioned. Several Government members such as those of Algeria, Austria, India, Japan and the Government members of the member States of the EC as well as the Employers' members opposed the amendment as it was considered too detailed and would create difficulties in implementation. Subsequently the Workers' members submitted a subamendment to replace the words "taking account of ... existing installations" by the words "as may be required". As it was believed that the provision was already included in Article 4, several Government members and the Employers' members opposed the subamendment. The Workers' members withdrew their proposals on the understanding that the notion of updating the siting policy was already included in Article 4.

95. Article 17 was adopted without change.

INSPECTION

Article 18

96. The Workers' members submitted an amendment to replace the word "or" by the word "and" in the third line in accordance with the conclusion of the Committee, at the 79th Session, 1992. The Workers' Vice-Chairman explained that this change ensured that the competent authority had the skills in all the areas of inspection, investigation, assessment and advice. The Employers' members supported it and the amendment was adopted.

97. The Government members of Brazil and Venezuela submitted an amendment to add a new paragraph to read: "The representatives of the Employers and the representatives of the Workers, as well as the members of the Safety and Health Committee, shall have the opportunity to accompany inspectors supervising the application of the measures prescribed in pursuance of this Convention." The reason for this amendment was to establish and strengthen tripartite cooperation. The Employers' members opposed the amendment because it was detailed and introduced a new category, namely the safety and health committee members, which was not discussed before. The Workers' members proposed a subamendment which sought to delete the word "the" preceding the word "representatives", and

the words ", as well . . . Health Committee," and to replace the word "opportunity" by the word "right". This in their view ensured that the number of persons accompanying an inspector was reasonable. In a further subamendment, the Government member of Brazil proposed to add the phrase: "The competent authority shall adopt provisions by which" at the beginning of the paragraph as a clear indication to the title of Part IV. The Government members of the member States of the EC proposed another subamendment to amend the Workers' members amendment to retain the word "opportunity" in favour of the word "right" and add at the end of the text the phrase "unless this would be prejudicial to the pursuance of their duties". Neither of these subamendments was supported by the Workers' members and some Government members. At this stage, the Representative of the Secretary-General recalled the text of a relevant provision from the Convention concerning the Working Environment (Air Pollution, Noise and Vibration), (No. 148), 1977, particularly that of Article 5.4 which read: "Representatives of the employer and representatives of the workers of the undertaking shall have the opportunity to accompany inspectors supervising the application of the measures prescribed in pursuance of this Convention, unless the inspectors consider, in the light of the general instructions of the competent authority, that this may be prejudicial to the performance of their duties." Based on this explanation, the Committee agreed to adopt the text of Article 5.4 of Convention No. 148 but to replace the word "undertaking" by the words "major hazard installation", and the new paragraph, as amended, was adopted.

98. Article 18, as amended, was adopted.

New Article

99. The Workers' members submitted an amendment to introduce a new Article after Article 18 to read: "The competent authority shall have the right to suspend any operation which poses a serious danger to workers, the public or the environment." so as to highlight the responsibility of the competent authority. This amendment was opposed by the Employers' members on the grounds that it pronounced a stated right which could be misread outside the context of regulations. Whilst the amendment was supported by the Government members of Botswana, Lesotho, Malawi, Nigeria, Swaziland, Tanzania and Zambia it was opposed by others including the Government members of Japan, Switzerland and the United Kingdom. This was followed by a subamendment submitted by the Government member of the United Kingdom to replace the words "a serious danger... the environment" by the words "an imminent risk of a major accident." The Government member of Switzerland submitted a further subamendment to add at the end of the amendment as subamended by the Government member of the United Kingdom the words "if it is not possible to eliminate the risk by technical or organizational means." In response to this subamendment, the Employers' members stated that in the presence of the word "imminent", it was superfluous to talk about elimination, and voiced their support to the text as subamended by the Government member of the United Kingdom provided it ended with the words "in accordance with national law and practice". Support to the subamendment proposed by the Government member of the United Kingdom was voiced also by the Workers' members and the Government members of France, India and the United States. A subamendment by the Government member of Japan to replace the word "imminent" by the word "impending" and to delete the words "the public or the environment" from the original text was not supported. Finally, there was agreement to accept the subamendment by the Government member of the United Kingdom, by substituting the word "risk" by the word "threat" and the amendment, as subamended, was adopted. It read: "The competent authority shall have the right to suspend any operation which poses an imminent threat of a major accident".

100. The new Article, as amended, was adopted.

PART V. RIGHTS AND DUTIES OF WORKERS AND THEIR REPRESENTATIVES

Article 19

101. An amendment was submitted by the Government members of the member States of the EC to add the words ", and incidents which have arisen" at the end of subparagraph (a) in order to broaden its coverage. The Workers' members supported the notion but proposed a subamendment to replace the word "incidents" by the words "near misses" so as to avoid the use of a term which had not been defined. The Government member of the United Kingdom observed that the change introduced went further than the original intent and was not appropriate. The Employers' members supported the original amendment, and so did the Government member of Zimbabwe who opposed its subamendment on the grounds that the term "near miss" was a subset of the word "incident". The Government member of Malawi proposed another subamendment to delete the word "incident". Following a discussion, the original amendment was withdrawn.

102. An amendment submitted by the Government members of Australia and the United States to delete subparagraph (d) was withdrawn without discussion.

103. The Workers' members proposed an amendment to replace the words "jobs, and without being placed at any disadvantage" by the word "job"; insert the words "to believe" after the word "justification"; and to delete the words "to believe" in the third line of subparagraph (d). This amendment together with another amendment which sought to add a new subparagraph to read "not be placed at any disadvantage because of the actions referred to in (d) above", intended to reformulate the subparagraph to read as agreed upon by the Committee on the Prevention of Industrial Disasters at the 79th Session, 1992. The Employers' members agreed to replacing the word "jobs" by the word "job" and inserting the words "to believe" after the word "justification" but opposed the deletion of the words "and without being placed at any disadvantage" and preferred the Office text which consisted of fewer subparagraphs. The Government member of the United Kingdom

did not see the need to split the subparagraph and proposed to subamend the first part of the amendment by deleting the words ", and without being placed at any disadvantage", limiting the modification to only replacing the word "jobs" by the word "job". The Workers' members opposed the subamendment in that they preferred a direct linkage between the word "disadvantage" and the words "corrective action". The Employers' members believed the expression "without being placed at any disadvantage" related to the action as qualified by "based on their training and experience" and "their belief that there is an imminent danger." The Workers' members did not support this view as they considered it was an inappropriate interpretation. Several Government members and the Employers' members supported the subamendment, which was eventually accepted by the Workers' members on the understanding that the expression "disadvantage" was related to the word "action". The amendment, as subamended, was adopted.

104. An amendment submitted by the Government member of India to delete the words "and if necessary interrupt the activity" was withdrawn in the face of opposition by the Employers' members and the Workers' members.

105. The Government members of the member States of the EC submitted an amendment to introduce a new subparagraph to read: "be informed about any recommendation made by the competent authority;" on the basis of the usefulness of such information to the workers. The Workers' members supported the amendment on the understanding that the "recommendations" referred to decisions, orders and instructions. The Employers' members too supported the amendment, which was adopted. The actual text to be used for the new subparagraph was left to the Committee Drafting Committee.

106. The Workers' members submitted another amendment to introduce a new subparagraph to read: "have the right to speak with and accompany the competent authority in any inspection or investigation of an installation covered by the scope of this Convention". This amendment was opposed by the Employers' members on the grounds that its intent was covered by Article 18. Followed by opposition from the Government members of the member States of the EC and the Government members of Australia, Austria and the United States, the amendment was withdrawn.

107. The Workers' members further submitted an amendment to introduce a new subparagraph to read: "have the right to notify the competent authority in the case of a potential hazard", explaining that the amendment involved a new concept covering the rights of workers. This was opposed by the Employers' members on the grounds that the text was merely encouraging workers to contact the competent authority at a time when they should be notifying their supervisor of a potential hazard. Accordingly, the Employers' members proposed a subamendment to replace the words "in the case of a potential hazard" by the words "where they have reasonable justification to believe, based on their training and experience, that there is an imminent danger of a major accident, and notify their supervisor before or as soon as possible after taking such action". The Workers' members opposed this amendment as the provision belonged to Article 20 on the duties of workers. It was also opposed by the Government member of the United States on the grounds that the text appeared in subparagraph (d), and by the Government members of the member States of the EC and by Sweden for the same reason. Following an extensive debate, the Employers' members proposed another subamendment to insert the words "without neglecting to notify the employer at the same time" after the word "hazard". The new proposal was still unacceptable to the Workers' members who maintained that they did not oppose the notion but they wanted to ensure that the workers had the right to refer to the competent authority in situations where the employer failed to respond. A similar opposition was reiterated by the Government members of Brazil and Austria who believed that the provision was covered by subparagraph (d). At this stage the Government member of the United Kingdom proposed a further subamendment to replace the original amendment by the text "discuss with the employer any potential hazard capable of generating a major accident and have the right to notify the competent authority of those hazards." As an acceptable alternative, and with the agreement to insert the words "they consider" before the word "capable", in the latter subamendment, the amendment, as subamended, was adopted.

108. On the basis of the previous amendments, the Workers' members withdrew an amendment which sought to add a new subparagraph to read "not be placed at any disadvantage because of the actions referred to in (d) above".

109. Article 19, as amended, was adopted.

Article 20

110. The Government members of the member States of the EC withdrew an amendment to add a new subparagraph to read "inform the employer of any malfunctioning or defects which they detect at their workplace and which they believe may contribute directly or indirectly to a major accident" based on the result of a lengthy discussion that led to the adoption of a previous amendment to Article 19 which contained a similar provision.

111. For similar reasons as stated above, the Employers' members withdrew an amendment to add a new subparagraph to read "be required to report forthwith to the works management any situation which they believe could present a deviation from normal operating conditions, in particular a situation which could develop into a major accident."

112. Subsequent to their withdrawal of a previous amendment to delete subparagraph (d) in Article 19, the Government members of Australia and the United States withdrew an amendment to add a new subparagraph to read "within the scope of their jobs, and without being placed at any disadvantage, take corrective action and if necessary interrupt the activity where they have reasonable justification, based on their training and experience, to believe that there is an imminent danger of a major accident, and notify their supervisor or raise the alarm, as appropriate, before or as soon as possible after taking such action".

113. Article 20 was adopted without change.

PART VI. RESPONSIBILITY OF EXPORTING STATES

Article 21

114. The Government members of Austria and of Japan and the United States submitted two identical amendments to delete Article 21. In introducing the amendment, the Government member of the United States stressed that in its present form, the proposed text of the Article was an obstacle to ratification of the Convention by member States. The provisions required rigorous monitoring of business communications between countries. He further emphasized that reputable business enterprises would abide by the law, and that the implementation of this Article would be unwieldly. His position was affirmed by the Government member of Austria for similar reasons. The Government member of Japan also supported the amendments on the grounds that first, the prohibition of the export of hazardous substances was covered by the Chemicals Convention (No. 170), 1990 and that secondly, the definitions of hazardous processes and hazardous technologies were not clear. Whilst the above view was supported by some Government members such as those of the Czech Republic, Germany, the Netherlands, Slovak Republic and the United Kingdom, it was opposed by others such as the Government members of Indonesia, Korea and Lebanon as well as the Workers' members. Supporting the notion but opposed to the proposed text were the Government members of Canada, India and Swaziland who were joined by the Employers' members. At this stage the Government members of the United States and Japan withdrew their amendment while the Government member of Austria maintained his position and his amendment was rejected by the Committee.

115. The Government members of the member States of the EC introduced an amendment to replace, in the first line, the words "an exporting" by the word "a", the words ", all or some uses" by the words "the use"; and in the second line to replace the word "are" by the word "is" and the words "for reasons of safety" by the words "or a potential source of major accident,"; and in the third and fourth lines to replace the words "by the exporting member State to any importing country," by the words "to the International Labour Office which will make the information available to any other State". The aim of the amendment was to achieve the dissemination of information on prohibited hazardous substances, processes and technologies in an effective way. The Workers' members opposed the amendment as the responsibility of disseminating the information was placed on the ILO whose commitment to an obligation such as this one had to be ascertained. While some Government members preferred the Office text to the amendment, the Government member of Sweden believed that the amendment was an improvement over the Office text but needed to be narrowed down in scope. The Government member of the United Kingdom believed that it was possible to relieve the ILO from the burden of the responsibility of collecting and disseminating the information and at the same time request member States to make the information on prohibited substances, processes and technology, available. In this regard the Representative of the Secretary-General pointed out that as far as the ILO's involvement was concerned, two things should be considered. These were the technical capability of the Office to handle the task and the resulting financial implications, citing that the ILO responded in the past to specific requests which required the establishment of workable mechanisms. In the light of the discussion, the Government member of France submitted a subamendment which read: "when in a member State, the use of hazardous substances, technologies or processes is prohibited as a potential source of a major accident, this fact and the reasons for it should be made available to any importing country". This was further subamended by the Government members of Botswana, Lesotho, Malawi, Nigeria, Swaziland, Tanzania and Zambia to add the words "by the exporting member State" after the word "available". It was understood that with this subamendment the importing countries would request the desired information when they determined such a need. It would then be made available to them by the exporting country. With the support by the Employers' and Workers' members, the amendment, as subamended by the Government members of Botswana, France, Lesotho, Malawi, Nigeria, Swaziland, Tanzania and Zambia was adopted.

116. The Government member of Austria reiterated his opposition to any text which placed an obligation on the member States and insisted on submitting a new subamendment which he withdrew faced with opposition by the majority of the Committee members.

117. An amendment by the Government members of Botswana, Lesotho, Malawi, Nigeria, Swaziland, Tanzania and Zambia to insert the word "fully" after the word "shall" in the third line was withdrawn based on the outcome of the discussion of the previous amendment. The amendment submitted by the Government member of Korea to add the words "and health," after the word "safety" in the second line; and that submitted by the Government members of Canada and the Slovak Republic to replace the Article by a new text were not discussed for a similar reason.

118. The two amendments submitted by the Government member of India to add "along with the name of the importer, the quantity being imported and the entry port" at the end of the Article, and a new paragraph to read "Each member State should formulate and implement a non-discriminatory policy on safety for both imported and exported hazardous substances." were not seconded, and were not discussed.

119. Article 21, as amended, was adopted.

120. The proposed Convention, as amended, was adopted.

Consideration of the proposed Recommendation in Report IV (2B)

PREAMBLE

121. Since no amendments were proposed, the Preamble was adopted without change.

Paragraph 1[1]

122. Since no amendments were proposed, Paragraph 1 was adopted without change.

Paragraph 2

123. The Employers' members submitted an amendment to replace the words "arrange for" in subparagraph (1), by the words "seek, where necessary, to establish mechanisms to encourage" so as to involve the employers and the workers in the establishment of the mechanism of information exchange. The Workers' members opposed the amendment arguing that the proposal diluted the intent, and submitted a subamendment to replace the word "arrange" by the words "establish mechanisms". The subamendment was opposed by the Employers' members who maintained that the words "where necessary" and "encourage" sought to envisage the possibility that mechanisms would have been already established. This would result in a waste of efforts in trying to re-establish such mechanisms. Following a proposal by the Government member of the United Kingdom to submit another subamendment, the Workers' members withdrew their subamendment while opting for the Office text. This was also followed by the Employers' members' withdrawal of the original amendment.

124. The Workers' members submitted an amendment to introduce a new clause to read: "medical organization and techniques for dealing with the aftermath of a major industrial accident;" as there was a wealth of medical knowledge in the past years to learn from. With the Employers' members' support, the amendment was adopted.

125. The Workers' members submitted another amendment to add a new clause to read: "the mechanisms and procedures used by competent authorities to give effect to the implementation of the Convention and Recommendation". The purpose was to assist in the implementation of the instruments and to learn from the experiences of other member States. With the support of the Employers' members and that of the Government members of the member States of the EC and other Government members, the amendment was adopted.

126. The Employers' members withdrew an amendment which sought to delete subparagraph (2) as unnecessary.

127. The Workers' members submitted an amendment to replace the words ", as far as possible," by the words "be encouraged to" in subparagraph (2) in conformity with the text approved by the Committee on the Prevention of Industrial Disasters at the 79th Session, 1992. Faced with opposition by the Employers' members and several Government members, the amendment was withdrawn.

128. Paragraph 2, as amended, was adopted.

Paragraph 3

129. The Government member of Japan submitted an amendment to delete Paragraph 3 on the grounds that the linkage to the Recommendation of a Code of Practice was not possible because of the differences in tripartite consultation procedures and that the reference to the Code in the Preamble of the Convention was sufficient. The Workers' members opposed the amendment arguing that the Code referred to was a valuable guideline to the competent authorities and the employers. The Employers' members too believed that the Code reinforced the provisions of the Convention and opposed the amendment. Faced with opposition, the amendment was withdrawn.

130. An amendment submitted by the Government members of Australia and the United States to replace the words "the ILO Code of Practice on the Prevention of Major Industrial Accidents, published in 1991" by a text detailing the employers' responsibility, the competent authorities' responsibilities and the workers' rights and responsibilities, was withdrawn without discussion.

131. Paragraph 3 was adopted without change.

Paragraph 4

132. Since no amendments were proposed, Paragraph 4 was adopted without change.

New Paragraphs

133. The Workers' members submitted an amendment to add a new paragraph to read: "Member States should develop policies aimed at addressing the major accident risks, hazards and consequences of those sectors and activities excluded from the scope of the Convention by virtue of Article 2 (1)." They argued that it would be necessary to have policies for those areas excluded from the scope of the Convention within a global strategy to prevent major industrial accidents, stressing that the amendment did not attempt to ride across the exemptions in Paragraph 1 of Article 1. This amendment was supported by Government members such as those of Argentina, Australia, Brazil, Chile, Ireland, Italy, Portugal and Spain. The Employers' members opposed the amendment on the grounds that the items addressed were outside the scope of the Convention and as such were irrelevant. For similar reasons, the amendment was also opposed by Government members such as those of Japan, Indonesia, the Netherlands and the United Kingdom. Subsequently, the Government member of the United Kingdom submitted a subamendment to insert the words ", as necessary," after the word "should", but withdrew it in the face of the opposition by both the Workers' members and the Employers' members. After further discussion, the amendment was put to vote and adopted by 139,026 votes in favour, 89,088 against and 2,204 abstentions.

134. The new Paragraph was adopted and its sequence left to the Committee Drafting Committee to determine.

135. Pursuant to a decision by the Committee to shift the discussion of an amendment submitted by

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[1] The numbering of the Paragraphs reproduces that of the proposed Recommendation in Report IV (2B). It does not necessarily correspond in every case to the numbering of the Paragraphs in the proposed Recommendation reproduced at the end of the Committee's report, which is based on the decisions of the Committee and, in some cases, of the Drafting Committee.

the Workers' members for consideration as a new paragraph in the Recommendation, the Workers' members introduced a subamendment to their original text to read "Recognising that a major accident could have serious consequences in terms of its impact on human life and the environment, member States should ensure that systems are in place to compensate workers and the public as quickly as possible after the event and adequately address the effects on the environment". In introducing the subamendment, the Workers' Vice-Chairman assured the Committee that the text did not carry any legal implication, and that the Recommendation was not legally binding. The Employers' members maintained their opposition to the subamendment because it still involved a new concept, namely compensation which was not discussed in the Convention. The notion of compensation was covered instead by the Recommendation accompanying the Employment Injury Benefit Convention (No. 121), 1964. In the ensuing discussion, the Workers' members submitted another subamendment to delete the words "and the public" after the word "workers" and to insert the words "public and the" after the words "effects on the" so that the new text would read: "Recognizing that a major accident could have serious consequences in terms of its impact on human life and the environment, member States should ensure that systems are in place to compensate workers as quickly as possible after the event and adequately address the effects on the public and the environment". Following further discussion, the Workers' members, while emphasizing the humanitarian aspect behind the notion, introduced a new subamendment and the final text read: "Recognizing that a major accident could have serious consequences in terms of its impact on human life and the environment, member States should encourage systems to compensate workers as quickly as possible after the event and adequately address the effects on the public and the environment". Some Government members such as those of Japan, the United Kingdom and others opposed this subamendment. With continued opposition by the Employers' members, the subamendment was put to vote and adopted by 122,496 votes in favour, 102,312 against and 4,408 abstentions.

136. The new Paragraph, as subamended, was adopted and its sequence left to the Committee Drafting Committee to determine.

137. The proposed Recommendation, as amended, was adopted.

RESOLUTION

138. The Working Party referred to in paragraph 21 of this Report submitted a draft Resolution on Safety in the Use of Biological Agents at Work for consideration by the Committee. The Government member of the United States submitted an amendment to expand the scope of the Resolution from only the use of biological agents to include the exposure of workers to the hazards of biological agents. The Workers' members, and several Government members supported the amendment. The text was adopted and referred to the Committee Drafting Committee to include the words "exposure to and" before the words "use of biological agents" as appropriate.

Adoption of the Report, the Proposed Convention, the Proposed Recommendation and a Resolution

139. In the course of the consideration of paragraphs 1 to 138 of the draft report, some alterations with a view to clarifying, specifying, correcting or completing the text of various paragraphs were suggested by several members of the Committee.

140. Subject to modifications agreed on, the Committee adopted the report unanimously.

141. The Committee unanimously adopted the proposed Convention as a whole.

142. Several Government members proposed to replace the word "promote" by the words "encourage the establishment of" in Paragraph 5 in the proposed Recommendation so as to retain the intent of the original text agreed upon by the Committee. Their proposal was agreed upon, and the Committee unanimously adopted the proposed Recommendation as a whole.

143. The Committee unanimously adopted a Resolution concerning exposure to and safety in the use of biological agents at work.

144. The Government member of the Netherlands noted that while his Government had reservations about some of the provisions of both the proposed Convention and Recommendation, a majority of the Committee was in favour of adopting the instruments and stated that his Government would be in favour of their adoption by the Conference. He observed that the said provisions would make it difficult for his Government to ratify it.

145. The representative of the Secretary-General congratulated the Committee members on their work which culminated in the adoption of the proposed instruments. He noted the special characteristic of the instruments which were unique in placing emphasis on the organizational measures as well as the networking arrangements at the national level.

146. The Workers' Vice-Chairperson thanked the Committee for the adoption, within the tripartite spirit, of the Convention and the Recommendation on this important subject and stressed the need for joint efforts aimed at the ratification of the Convention. She looked forward to working with the same spirit on the subject of the Resolution concerning exposure to and safety in the use of biological agents at work.

147. The Employers' Vice-Chairperson also thanked the Committee members for their cooperation in arriving at the adoption of the instruments. He hoped for quick ratification of the Convention and for continued and maintained implementation of its provisions.

148. The Chairman thanked the three groups for their collaboration. He called on the delegates to continue their support for the promotion of the work in the prevention of major industrial accidents, and in particular to work hard towards the ratification of the Convention and the application of the principles set out in the Convention and Recommendation.

149. The texts of the proposed Convention, the proposed Recommendation and the resolution are produced below.

150. The Report of the Committee and the texts of the proposed Convention, the proposed Recommendation and the Resolution are submitted to the Conference for consideration.

Geneva, 17 June 1993

(Signed) Dr. Payaman J. SIMANJUNTAK
Chairman

Mr. T. SEYMOUR
Reporter

Proposed Convention concerning the prevention of major industrial accidents

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 80th Session on 2 June 1993, and

Noting the relevant international labour Conventions and Recommendations and, in particular, the Occupational Safety and Health Convention and Recommendation, 1981, and the Chemicals Convention and Recommendation, 1990, and stressing the need for a global and coherent approach, and

Noting also the ILO Code of practice on the Prevention of major industrial accidents, published in 1991, and

Having regard to the need to ensure that all appropriate measures are taken to:

(a) prevent major accidents;

(b) minimize the risks of major accidents;

(c) minimize the effects of major accidents, and

Considering the causes of such accidents including organizational errors, the human factor, component failures, deviation from normal operational conditions, outside interference and natural forces, and

Having regard to the need for cooperation, within the International Programme on Chemical Safety, between the International Labour Organization, the United Nations Environment Programme and the World Health Organization, as well as with other relevant intergovernmental organizations, and

Having decided upon the adoption of certain proposals with regard to the prevention of major industrial accidents, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this   day of June of the year one thousand nine hundred and ninety-three the following Convention, which may be cited as the Prevention of Major Industrial Accidents Convention, 1993.

PART I. SCOPE AND DEFINITIONS

Article 1

1. The purpose of the Convention is the prevention of major accidents involving hazardous substances and the limitation of the consequences of such accidents.

2. This Convention applies to major hazard installations.

3. The Convention does not apply to:

(a) nuclear installations and plants processing radioactive substances except for facilities handling non-radioactive substances at these installations;

(b) military installations;

(c) transport outside the site of an installation other than by pipeline.

4. A Member ratifying this Convention may, after consulting the representative organizations of employers and workers concerned and other interested parties who may be affected, exclude from the application of the Convention installations or branches of economic activity for which equivalent protection is provided.

Article 2

Where special problems of a substantial nature arise so that it is not immediately possible to implement all the preventive and protective measures provided for in the Convention, a Member shall draw up plans, in consultation with the most representative organizations of employers and workers and with other interested parties who may be affected, for the progressive implementation of the said measures within a fixed time-frame.

Article 3

For the purposes of this Convention:

(a) the term "hazardous substance" means a substance or mixture of substances which by virtue of chemical, physical or toxicological properties, either singly or in combination, constitutes a hazard;

(b) the term "threshold quantity" means for a given hazardous substance or category of substances that quantity, prescribed in national laws and regulations by reference to specific conditions, which if exceeded identifies a major hazard installation;

(c) the term "major hazard installation" means one which produces, processes, handles, uses, disposes of or stores, either permanently or temporarily, one or more hazardous substances or categories of substances in quantities which exceed the threshold quantity;

(d) the term "major accident" means a sudden occurrence – such as a major emission, fire or explosion – in the course of an activity within a major hazard installation, involving one or more hazardous substances and leading to a serious danger to workers, the public or the environment, whether immediate or delayed;

(e) the term "safety report" means a written presentation of the technical, management and operational information covering the hazards and risks of a major hazard installation and their control and providing justification for the measures taken for the safety of the installation;

(f) the term "near miss" means any sudden event involving one or more hazardous substances which, but for mitigating effects, actions or systems, could have escalated to a major accident.

PART II. GENERAL PRINCIPLES

Article 4

1. In the light of national laws and regulations, conditions and practices, and in consultation with the most representative organizations of employers and workers and with other interested parties who may be affected, each Member shall formulate, implement and periodically review a coherent national policy concerning the protection of workers, the public and the environment against the risk of major accidents.

2. This policy shall be implemented through preventive and protective measures for major hazard installations and, where practicable, shall promote the use of the best available safety technologies.

Article 5

1. The competent authority, or a body approved or recognized by the competent authority, shall, after consulting the most representative organizations of employers and workers and other interested parties who may be affected, establish a system for the identification of major hazard installations as defined in Article 3 (c), based on a list of hazardous substances or of categories of hazardous substances or of both, together with their respective threshold quantities, in accordance with national laws and regulations or international standards.

2. The system mentioned in paragraph 1 above shall be regularly reviewed and updated.

Article 6

The competent authority, after consulting the representative organizations of employers and workers concerned, shall make special provision to protect confidential information transmitted or made available to it in accordance with Articles 8, 12, 13 or 14, whose disclosure would be liable to cause harm to an employer's business, so long as this provision does not lead to serious risk to the workers, the public or the environment.

PART III. RESPONSIBILITIES OF EMPLOYERS

IDENTIFICATION

Article 7

Employers shall identify any major hazard installation within their control on the basis of the system referred to in Article 5.

NOTIFICATION

Article 8

1. Employers shall notify the competent authority of any major hazard installation which they have identified:

(a) within a fixed time-frame for an existing installation;

(b) before it is put into operation in the case of a new installation.

2. Employers shall also notify the competent authority before any permanent closure of a major hazard installation.

ARRANGEMENTS AT THE LEVEL OF THE INSTALLATION

Article 9

In respect of each major hazard installation employers shall establish and maintain a documented system of major hazard control which includes provision for:

(a) the identification and analysis of hazards and the assessment of risks including consideration of possible interactions between substances;

(b) technical measures, including design, safety systems, construction, choice of chemicals, operation, maintenance and systematic inspection of the installation;

(c) organizational measures, including training and instruction of personnel, the provision of equipment in order to ensure their safety, staffing levels, hours of work, definition of responsibilities, and controls on outside contractors and temporary workers on the site of the installation;

(d) emergency plans and procedures, including:

  (i) the preparation of effective site emergency plans and procedures, including emergency medical procedures, to be applied in case of major accidents or threat thereof, with periodic testing and evaluation of their effectiveness and revision as necessary;

  (ii) the provision of information on potential accidents and site emergency plans to authorities and bodies responsible for the preparation of emergency plans and procedures for the protection of the public and the environment outside the site of the installation;

  (iii) any necessary consultation with such authorities and bodies;

(e) measures to limit the consequences of a major accident;

(f) consultation with workers and their representatives.

(g) improvement of the system, including measures for gathering information and analysing accidents and near misses. The lessons so learnt shall be discussed with the workers and their representatives and shall be recorded in accordance with national law and practice.

SAFETY REPORT

Article 10

1. Employers shall prepare a safety report based on the requirements of Article 9.

2. The report shall be prepared:

(a) in the case of existing major hazard installations, within a period after notification prescribed by national laws or regulations;

(b) in the case of any new major hazard installation, before it is put into operation.

Article 11

Employers shall review, update and amend the safety report:

(a) in the event of a modification which has a significant influence on the level of safety in the installation or its processes or in the quantities of hazardous substances present;

(b) when developments in technical knowledge or in the assessment of hazards make this appropriate;

(c) at intervals prescribed by national laws or regulations;

(d) at the request of the competent authority.

Article 12

Employers shall transmit or make available to the competent authority the safety reports referred to in Articles 10 and 11.

ACCIDENT REPORTING

Article 13

Employers shall inform the competent authority and other bodies designated for this purpose as soon as a major accident occurs.

Article 14

1. Employers shall, within a fixed time-frame after a major accident, present a detailed report to the competent authority containing an analysis of the causes of the accident and describing its immediate on-site consequences, and any action taken to mitigate its effects.

2. The report shall include recommendations detailing actions to be taken to prevent a recurrence.

PART IV. RESPONSIBILITIES OF COMPETENT AUTHORITIES

OFF-SITE EMERGENCY PREPAREDNESS

Article 15

Taking into account the information provided by the employer, the competent authority shall ensure that emergency plans and procedures containing provisions for the protection of the public and the environment outside the site of each major hazard installation are established, updated at appropriate intervals and coordinated with the relevant authorities and bodies.

Article 16

The competent authority shall ensure that:

(a) information on safety measures and the correct behaviour to adopt in the case of a major accident is disseminated to members of the public liable to be affected by a major accident without their having to request it and that such information is updated and redisseminated at appropriate intervals;

(b) warning is given as soon as possible in the case of a major accident;

(c) where a major accident could have transboundary effects, the information required in (a) and (b) above is provided to the States concerned, to assist in cooperation and coordination arrangements.

SITING OF MAJOR HAZARD INSTALLATIONS

Article 17

The competent authority shall establish a comprehensive siting policy arranging for the appropriate separation of proposed major hazard installations from working and residential areas and public facilities, and appropriate measures for existing installations. Such a policy shall reflect the General Principles set out in Part II of the Convention.

INSPECTION

Article 18

1. The competent authority shall have properly qualified and trained staff with the appropriate skills, and sufficient technical and professional support, to inspect, investigate, assess, and advise on the matters dealt with in this Convention and to ensure compliance with national laws and regulations.

2. Representatives of the employer and representatives of the workers of a major hazard installation shall have the opportunity to accompany inspectors supervising the application of the measures prescribed in pursuance of this Convention, unless the inspectors consider, in the light of the general instructions of the competent authority, that this may be prejudicial to the performance of their duties.

Article 19

The competent authority shall have the right to suspend any operation which poses an imminent threat of a major accident.

PART V. RIGHTS AND DUTIES OF WORKERS AND THEIR REPRESENTATIVES

Article 20

The workers and their representatives at a major hazard installation shall be consulted through appropriate cooperative mechanisms in order to ensure a safe system of work. In particular, the workers and their representatives shall:

(a) be adequately and suitably informed of the hazards associated with the major hazard installation and their likely consequences;

(b) be informed of any orders, instructions or recommendations made by the competent authority;

(c) be consulted in the preparation of, and have access to, the following documents:

  (i) the safety report;

  (ii) emergency plans and procedures;

  (iii) accident reports;

(d) be regularly instructed and trained in the practices and procedures for the prevention of major accidents and the control of developments likely to lead to a major accident and in the emergency procedures to be followed in the event of a major accident;

(e) within the scope of their job, and without being placed at any disadvantage, take corrective action and if necessary interrupt the activity where, on the basis of their training and experience, they have reasonable justification to believe that there is an imminent danger of a major accident, and notify their supervisor or raise the alarm, as appropriate, before or as soon as possible after taking such action.

(f) discuss with the employer any potential hazards they consider capable of generating a major accident and have the right to notify the competent authority of those hazards.

Article 21

Workers employed at the site of a major hazard installation shall:

(a) comply with all practices and procedures relating to the prevention of major accidents and the control of developments likely to lead to a major accident within the major hazard installation;

(b) comply with all emergency procedures should a major accident occur.

PART VI. RESPONSIBILITY OF EXPORTING STATES

Article 22

When, in an exporting member State, the use of hazardous substances, technologies or processes is prohibited as a potential source of a major accident, the information on this prohibition and the reasons for it shall be made available by the exporting member State to any importing country.

Proposed Recommendation concerning the prevention of major industrial accidents

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 80th Session on 2 June 1993, and

Having decided upon the adoption of certain proposals with regard to the prevention of major industrial accidents, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Prevention of Major Industrial Accidents Convention, 1993,

adopts this day of June of the year one thousand nine hundred and ninety-three the following Recommendation, which may be cited as the Prevention of Major Industrial Accidents Recommendation, 1993.

1. The provisions of this Recommendation should be applied in conjunction with those of the Prevention of Major Industrial Accidents Convention, 1993 (hereafter referred to as "the Convention").

2.(1) The International Labour Organization, in cooperation with other relevant international intergovernmental and non-governmental organizations, should arrange for an international exchange of information on:

(a) good safety practices in major hazard installations including safety management and process safety;

(b) major accidents;

(c) lessons drawn from near misses;

(d) technologies and processes that are prohibited for reasons of safety and health;

(e) medical organization and techniques for dealing with the aftermath of a major industrial accident;

(f) the mechanisms and procedures used by competent authorities to give effect to the implementation of the Convention and this Recommendation.

(2) Members should, as far as possible, communicate information on the matters listed in subparagraph (1) above to the International Labour Office.

3. The national policy provided for in the Convention and the national laws and regulations or other measures to implement it should, as appropriate, be guided by the ILO Code of practice on the Prevention of major industrial accidents, published in 1991.

4. Members should develop policies aimed at addressing the major accident risks, hazards and their consequences within the sectors and activities excluded from the scope of the Convention by virtue of Article 1, paragraph 3, thereof.

5. Recognizing that a major accident could have serious consequences in terms of its impact on human life and the environment, Members should encourage the establishment of systems to compensate workers as quickly as possible after the event and adequately address the effects on the public and the environment.

6. In accordance with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body of the International Labour Office, a national or multinational enterprise with more than one establishment should provide safety measures relating to the prevention of major accidents and the control of developments likely to lead to a major accident, without discrimination, to the workers in all its establishments, regardless of the place or country in which they are situated.

Resolution concerning exposure to and safety in the use of biological agents at work

The General Conference of the International Labour Organization,

Recognizing that the increasing exposure to and use of biological agents calls for an increased international awareness of the hazards and risks from those agents,

Recognizing that the increasing exposure to and use of biological agents in a wide range of processes and products require that appropriate measures are taken to minimize the risks to workers, the public and the environment;

Noting that the special nature of the hazards and risks of the exposure to and use of biological agents may require safeguards not appropriate to the provisions of the Convention and Recommendation concerning the Prevention of Major Industrial Accidents and other international labour Conventions and Recommendations;

Invites the Governing Body of the International Labour Office to request the Director-General:

(1) to take steps to address the question of exposure to and safety in the use of biological agents at work;

(2) to consider the need for new international instruments in order to minimize the risks to workers, the public and the environment.

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No. 23 – Sunday, 20 June 1993

PRINTED IN SWITZERLAND

International Labour Conference
Provisional Record
Eightieth Session, Geneva, 1993

24 (rev.)

Sixth item on the agenda: The role of the ILO in technical cooperation

REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION

1. The Committee on Technical Cooperation, set up by the Conference at its first sitting on 2 June 1993, consisted of 141 members (63 Government members, 40 Employers' members, 38 Workers' members). It also included 11 Government deputy members, 25 Employers' deputy members and 43 Workers' deputy members.[1] In addition, the United Nations Development Programme (UNDP) and 17 non-governmental international organizations were represented.[2]

2. The Committee elected its Officers as follows:

Chairman: Mr. José Luis Ilabaca (Government member, Chile) at its first sitting.

Vice-Chairmen: Mr. Joël Kaswarra (Employers' member, Uganda) and Mr. William Brett (Workers' member, United Kingdom), both at its first sitting.

Reporter: Mrs. Else Da Costa-Geveke (Government member, Netherlands) at its fourth sitting.

3. At its eighth sitting the Committee appointed a Working Party to draw up a draft resolution and conclusions based on views expressed during the plenary discussions, for consideration by the Committee. The Working Party was composed as follows: five Government members: Mr. Syrets (Belarus), Mr. Palai (Botswana), Mr. Worsoe (Denmark), Mr. Khan (Pakistan), Mr. Peterson (United States); five Employers' members: Mr. Anand (India), Mrs. Brevig (Norway), Mr. Kaswarra (Uganda), Mr. Cornacchio (United States), Mr. Rojas-Lopez (Venezuela), substitutes: Mr. Makeka (Lesotho), Mr. Myrdal (Sweden), Mr. Pirler (Turkey); five Workers' members: Mr. Bo (Denmark), Mr. Gyorgy (Hungary), Mr. Ibrahim (Niger), Mr. Edstrom (Sweden), Mr. Brett (United Kingdom), substitutes: Mr. Bunney-Tunacca (Chile), Mr. Tanaka (Japan) Mrs. van Osch (Netherlands).

4. The Committee held 11 sittings.

5. The Committee had before it Report VI prepared by the Office on the sixth item on the agenda of the Conference, the "Role of the ILO in Technical Cooperation".

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[1] For changes in the composition of the Committee, see the reports of the Selection Committee, Provisional Record Nos. 5 to 5J.

[2] For the list of organizations, see the reports of the Selection Committee, Provisional Record Nos. 5 and 5A.

Introduction

6. In his opening statement, the Chairman emphasized the significance of the Committee's work, in view of its tripartite composition, an ILO feature unique in the UN system, and also considering the importance which all three constituents of the Organization attached to reaching consensus on the role of the ILO in technical cooperation. He expressed the hope that the Committee would succeed in guiding the ILO's work in this important field for the years to come.

7. The Deputy Director-General responsible for technical cooperation and field programmes and Deputy Secretary-General of the Conference, welcomed the members of the Committee, the representatives of sister organizations and observers attending its sittings. She recalled the constant interest of the International Labour Conference to undertake periodic reviews of the ILO's technical cooperation programme, which had expanded rapidly in quantitative terms since the 1960s, and particularly since 1987, with resources increasing from US$112 million in 1987 to some US$170 million in 1991. Four overall reviews had been held by the Conference, the last in 1987, when the Conference adopted a resolution and a set of conclusions concerning "The Role of the ILO in Technical Cooperation", which, among other things, expressed the wish for such regular reviews to be continued. The present debate on the issue was in response to that request. Meanwhile, between these comprehensive reviews, operational activities had been kept under constant scrutiny by the regional conferences, by Industrial and Expert Committees and, in particular, by the annual meetings of the Governing Body Committee on Operational Programmes. In this connection, it should be recalled that the framework for the technical cooperation programme of the ILO had up to now been provided by the resolution and conclusions of the 1987 Conference Committee, which had emphasized the need to focus the programme on building national capacities and self-reliance, especially through human resources development, creation and strengthening of institutions, and the involvement of the social partners in the development process. The resolution had also encouraged the Office to do fewer things better, to increase emphasis on longer-term projects, and to concentrate on specific result-oriented programmes based on the comparative advantage of the ILO, its tripartite structure and its mandate. Another priority theme specifically identified for concentration by the Office had been the promotion of international labour standards. The resolution had furthermore stated that employment promotion and human resources development should continue to be at the forefront of ILO concerns and that there should be a general increase in the programme scope and share of resources devoted to the least-developed countries. The promotion of tripartism had also been highlighted strongly in the resolution. It could therefore be said that the historical picture presented in the Director-General's Report before the Committee reflected the focus which had been set by the 1987 resolution.

8. Taking a broad look at the technical cooperation programme since the overall review by the Conference in 1987, the Deputy Secretary-General confirmed that the strong interest and support on the part of constituents and partners had paid off in terms of the quality and quantity of programmes implemented. Operational resources had risen in 1991, thus enabling the ILO to undertake a broad range of activities including, amongst others, the provision of fellowships administered by the Turin Centre. A constant concern was ensuring high quality and substance and, hence, the relevance of the programme in the face of changing political and economic circumstances. Judging by the demand for services, the programme could be considered relevant and successful. Constituents, as well as other UN agencies and financial institutions, had increasingly made use of ILO experience and capacity in employment promotion, human resources development and social protection as they relate to economic and social reform programmes in developing countries and in the economies in transition. Those services had helped to make the

adjustment process less painful for many countries faced with the dramatic effects of social and economic changes which accompanied the dismantling of an ideologically divided world. Throughout the process, governments, and employers' and workers' organizations at national and international levels had been consulted in the firm belief that if technical cooperation was to lead to rapid economic growth, higher levels of employment, and better living conditions for all, it must be defined and implemented in a spirit of close partnership. There was always room for improvement and the Office counted on the advice of this Committee for ways and means to improve performance, especially in response to the dramatic changes which had taken place in the world. Stimulated by such initiatives as the Nordic UN Project, changes had taken place in the perception and in the modalities of multilateral technical cooperation within the United Nations system. These were reflected, in particular, in decisions taken by the UNDP Governing Council which had introduced national execution, the programme approach in defining country programmes and strategies, better coordination mechanisms at the country level, and new support cost arrangements. Equally relevant were the discussions at ECOSOC and at the UN General Assembly on the issue of financing the UN system's operational activities. All of these developments were likely to have a serious impact on the nature of ILO technical cooperation programmes and on resources available for them.

9. Returning to relations with donors, the Deputy Secretary-General stated that, at present, the resource situation was in a state of flux and prospects uncertain. UNDP's expenditure targets for the Fifth Programming Cycle 1992-96 had been drastically reduced, accompanied by a shift in activities from project to programmes and the introduction of national execution as the preferred modality. Increasingly, the ILO was engaged in offering policy advice at the programme level; nationally executed projects also require, at times, backstopping by the ILO. The end result was decreasing involvement in the administration of projects. Consequently, UNDP resources for ILO-executed activities had been declining and were likely to continue to do so in the near future. On the other hand, reliable and predictable resource flows were expected under trust fund arrangements with multi-bilateral donors, international development banks and, in some cases, recipient governments themselves. As it was necessary to have access to sufficient resources to support the ILO's operational activities within the framework of the active partnership policy, the Office intended to maintain and strengthen its dialogue with multi-bilateral donors, bearing in mind their support for the ILO's essential activities in areas such as the promotion of tripartism and international labour standards. In addition, important contacts had been established with the European Community which, it was hoped, would bear fruit in the not too distant future.

10. In response to the new challenges, the Director-General had taken a number of measures which were designed to render operations more constituent-led, demand-driven, relevant and cost-effective. The document which the Director-General had presented to the Governing Body at its 252nd session (March, 1992) on the links between technical cooperation and international labour standards should be considered in this connection. The proposals contained in this document, which had been endorsed, emphasized the need for technical cooperation activities to cluster more tightly around the core mandate of the ILO and for greater synergy to be created between the international labour standards and the technical cooperation programme. The Director-General had also set in motion a policy of active partnership, the purpose of which was to bring the ILO closer to its constituents in order to better respond to their priorities and needs. This partnership, which implied a closer working relationship with constituents, required that changes be made which would improve the Office's analytical capacity to diagnose problems and provide policy advice and solutions. This, it was expected, would also enable the Office to act more effectively and flexibly in dealing with the needs of the tripartite constituency in member States, thus making the impact of the

ILO's work better known while maintaining the overall unity of the Organization. In this connection, ILO Office directors should assume major responsibility for ILO operational activities, in particular through the formulation, in close cooperation with ILO constituents, of country strategies for social development of the countries. The necessary technical and policy advice would be provided by 14 multidisciplinary teams (MDTs) which would be strategically located in all regions. The composition and activities of these teams would be adapted over time in accordance with the specific needs of the countries. Each team would include specialists on international labour standards and labour legislation as well as on employers' and workers' activities. Field offices and the MDTs would jointly develop the ILO's operational strategy at the country level, based on a programme approach, in close consultation with the tripartite constituency, and assist the country in the pursuance of those development objectives which fall within the core areas of the ILO's mandate. The fundamental principles of this policy, its objectives and instruments had been elaborated in the Programme and Budget proposals for 1994-95 and placed before the Conference for approval.

11. The report before the Committee presented the major themes to be addressed as follows: democratization through revitalized tripartite participation; the protection of working people; and the fight against poverty. A number of major issues specifically needed careful consideration and required the guidance of the Committee. The first such question was to ensure that the international community and especially the World Bank, the International Monetary Fund (IMF), the European Community, the UNDP and other sister organizations within the United Nations system, have full access to ILO experience and skills in the social field. This would guarantee that the drive for greater economic efficiency and growth remains sensitive to the social concerns, thereby leading to greater equity in the distribution of benefits and more effective social protection. The second related to the likely resource constraints already alluded to earlier, and on which the Committee could provide valuable advice. Lastly, it would be important to enhance the contribution of the Governing Body to the management of the technical cooperation programme, as part of the reform of its work by way of a Technical Cooperation Committee with expanded terms of reference, thus improving upon the work of the former Committee on Operational Programmes. Moreover, the Committee might wish to give guidance as well on the suggested points for discussion contained in the report before it.

General discussion

12. The Committee devoted four sittings to the general discussion of trends and issues relating to technical cooperation. The debate included both general aspects and specific topics which were subsequently examined in depth during the chapter-by-chapter discussion of the report.

13. Many members of the Committee found the report submitted by the Office to be relevant, comprehensive and reflecting all important developments and questions allowing the Committee to draw appropriate conclusions and providing guidance for the future orientation of the ILO's operational activities. Whereas it was generally recognized that the descriptive and quantitative analysis included in the report was a useful basis for discussion, some members would have wished the qualitative and impact analysis to have been more prominent.

14. There was unanimity among members of the Committee as to the timeliness and appropriateness of a discussion on technical cooperation at the present session of the Conference. Since 1987, when the issue had last been debated by the Conference, many and far-reaching changes had taken place, both

in the economic and social situation of member States in all parts of the world, and in respect of policies and approaches for multilateral and bilateral cooperation globally. The worsening economic environment, combined with the trend towards globalization and interdependence had made it more difficult for developing countries and for countries with economies in transition to achieve their social and developmental objectives of progress and equity. As the ILO's role in assisting these countries in dealing with the challenges and difficulties confronting them was of crucial importance, the future direction and modalities of its technical cooperation programme would benefit from a comprehensive review by and guidance from the Committee. In this connection many members welcomed the general thrust of the report, which contained proposals already examined by the Governing Body on several recent occasions, as well as those reflected in the proposed Programme and Budget for the 1994-95 biennium. They particularly noted the greater emphasis on a coherent, relevant, and effective framework, to be based on the needs expressed by the tripartite membership, and to be implemented by a reinforced field structure of the ILO.

15. On behalf of his group, the Employers' Vice-Chairman stated that he considered the inclusion of technical cooperation on the agenda of the Conference as most timely and opportune, taking into account the various social and economic developments which had occurred since 1987, and as an opportunity to relate to the Preamble of the ILO Constitution and the Declaration of Philadelphia and review some of those objectives. His group was of the view that the most important objectives to be pursued by the ILO were the elimination of poverty and want, support to employers' and workers' organizations, the creation of productive employment and the promotion of an enabling environment necessary for economic development and social progress. In all these fields, the ILO should be more responsive to the needs expressed by its constituents.

16. Referring to the links between international labour standards and technical cooperation, he pointed out the principles on which those standards were ratified and effectively applied, and the fact that conventions and recommendations were not ends in themselves. His group took it that the views contained in the Office document as regards the promotion of complementarity between standards and technical cooperation as an underlying objective for all operational activities did not imply conditionality. Tripartism was recognized by the Employers' group as the backbone and principal comparative advantage of the ILO and as fundamental to its mandate. He also suggested that, in addition to being applied to social and labour issues, tripartism should extend to the full range of social and economic issues, including alleviation of poverty, creation of productive employment, improving productivity and industrial peace. In this regard, it was important for those issues to be highlighted in negotiations with the international financial institutions.

17. The Employers' Vice-Chairman welcomed changes in technical cooperation and especially the introduction of the concept of multidisciplinary teams and multidisciplinarity. This new approach had many advantages such as bringing ILO services closer to the target groups and encouraging optimum use of human and financial resources. Its successful implementation would depend on setting up appropriate coordination mechanisms. Considerable challenges were facing the ILO in the 1990s, among which were the need to adapt the ILO's policies to new UN orientations and to programmes developed by other agencies and NGOs; to improve and strengthen the Organization's image and to bring its services closer to its constituents; and, finally, to continue to promote tripartism and in particular the involvement of the social partners in national execution of technical cooperation activities, as well as reinforcing activities for the benefit of employers' organizations.

18. The Workers' Vice-Chairman, on behalf of his group, considered that democracy was prospering while the world economic situation was in crisis. This was explained by the fact of the interdependence between the economies of the countries and new global challenges. The ILO still had an important role to play in responding to these challenges, particularly with respect to the fight against poverty which represented a real danger for all. The speaker, referring to the Constitution of the ILO and to the Philadelphia Declaration, emphasized the importance which the Organization must continue to attach to international labour standards. The Workers' group held the view that the promotion, and more so, the application of standards constituted guarantees for democracy and socio-economic development.

19. The Workers' group supported the position on the links between international labour standards and technical cooperation set out in the document on which a consensus had emerged in the Governing Body in March 1992 and which should be implemented. On the subject of the role of the ILO within the United Nations system, the Organization's structure, and particularly tripartism, rendered it unique and provided a model with which economic and social problems, especially poverty, could be tackled. Given the unique character of the ILO, the Workers' group reiterated its support for activities aimed at the reinforcement of tripartism and the strengthening of the social partners. He expressed satisfaction with the quality of the report submitted to the Committee, noting that generally it addressed the concerns of his group. The new priorities for the 1990s, outlined in Chapter III of the report, were found especially topical. He was confident that the Committee would succeed in arriving at a consensus in concluding its work.

20. The representative of the Secretary-General, in his response to the general discussion, noted that many speakers had deemed the report useful for discussion and had asked for additional information on a number of questions. He pointed out that if the report had some shortcomings, this was due to the fact that it had to be drafted at a time when sweeping changes were taking place in the world at large, in the UN system, and in the ILO. Highlighting the true impact of programmes and presenting data thematically or by region was at present difficult to achieve, as the programme was still structured around activities at the project level. This would change under the new arrangements being implemented under the active partnership policy, and work had already started to ensure that planning and evaluation would be undertaken in a systematic manner, under a single reporting approach encompassing assessment from the basic project level to overall Governing Body monitoring, through its new Committee on Technical Cooperation and by the Conference. He had also taken careful note of the comments and stimulating debate concerning the objectives of the programme which essentially covered democratization and support to social partners; protection of workers in line with the traditional role of the ILO including also progressively for the informal sector; and, as the third high-priority objective, the promotion of employment and the struggle against poverty.

21. As regards the links between technical cooperation and standards, which should be conceived as complementary, positive and constructive, the Office had deployed considerable efforts through systematic briefing of experts and through meetings and seminars in the countries where technical cooperation activities were being carried out, as well as through the training activities of the Turin Centre where modules on standards were systematically included in courses. In addition, an expert on international labour standards would be assigned to each of the MDTs.

22. As regards multidisciplinarity, the Office had already begun to define the ILO position on some substantive policy areas which went beyond individual technical departments, such as on structural adjustment and on child labour. Others would follow on a number of topical problems. It has been decided to create a working party which will meet following the

Conference until October and which will convene specialists from technical departments and MDTs. They will look at a series of recent missions so as to carefully examine how the work could have been done in a more integrated fashion.

23. Concerning the numbers of staff to be assigned to posts in the MDTs, the representative of the Secretary-General pointed out that, for the total of 14 teams, there would be in all 128 expert posts. Of these posts, 83 would be filled by regional advisers or members of regional teams already serving in the regions and 45 by having recourse to staff rotation and recruitment. In programming the 1994-95 budget, resources had been increased for regional departments in order to achieve such staff redeployment. Activities at headquarters and those in the field carried out by the MDTs would not be cut off from each other, as members of the teams would be coming from technical departments, maintain close contacts with these, and rotate between MDTs and headquarters.

24. Tripartite participation in each of the MDTs would be reinforced in part also by the presence of experts on employers' and workers' questions. Directors of ILO offices would be responsible, within the general objectives of the ILO, for negotiation of joint objectives with the governments, the employers and the workers in each country, through active partnership. The principle of tripartism would fully apply with respect to planning and implementation of country objectives and programmes, more so than it was possible to achieve with individual projects.

25. The new policy had evolved since 1991, and various studies and consultations undertaken in Geneva and in the field with which all concerned had been closely associated. This extensive process had fed into two workshops in Turin to which all directors of the technical departments, regional directors, area office directors and heads of MDTs had actively contributed. Why did we not start with a pilot project? There had in fact been some experience under way as the first team was functioning in Budapest. However, it was important to underline that the Office was required to serve all member States equitably and that a pilot approach was therefore not considered appropriate.

26. As a result of the new UNDP modalities and overall UNDP resource constraints, ILO extra-budgetary resources for technical cooperation started decreasing from 1991. This was very preoccupying and risked jeopardizing some of the programmes of the ILO. The Office was making efforts, with some success, to find other sources of funding especially from multi-bilateral donors and from the Bretton Woods institutions. Joint activities had been undertaken with the IMF recently in sector review missions in Costa Rica, India and Zimbabwe with a view to reinforcing the social dimension in the structural adjustment process. Large ILO projects were being financed from loans and credits of the World Bank/International Development Association (IDA) in many countries. In addition, the ILO was making efforts to have a policy-level dialogue with these institutions and to be active as well in the implementation of their activities.

27. Finally, on the issue of coordination within the United Nations system, the ILO had been playing a pioneering role and advanced role. The reforms envisaged in the active partnership policy and by changes in its working methods could be cited in this regard, as these were stressing general policy-level advisory services, shifting emphasis from projects to programmes, having more recourse to national experts, whose numbers had doubled since 1987, and by defining country objectives. The ILO would thus make an important contribution to the establishment of the concept of country strategies which the United Nations has decided on as a common UN system frame of reference.

Objectives and priorities for the ILO technical cooperation programme

(a) Substantive priorities

28. During the chapter-by-chapter discussion, the Committee heard a considerable number of interventions related to the review of the objectives, thrust and priorities of the technical cooperation programme contained in the Director-General's background report, particularly in Chapter II. On the whole, there was agreement with both the substantive and the regional priorities identified in the report.

29. Some speakers recalled that in determining priorities and shaping programmes, the ILO needed to attune itself to the perceptions and choices of its constituents. It was from their stated perceptions, including those expressed in the framework of the International Labour Conference, regional conferences, the Governing Body and other Expert meetings, that an ILO operational programme emerged. The ILO programme had expanded not merely in response to resource supply but primarily because the Office had responded to an increased number of requests made by member States.

30. The Employers' Vice-Chairman, on behalf of his group, emphasized that the initial broad objectives embodied in the Preamble to the ILO's Constitution and the Declaration of Philadelphia needed to be reviewed in the light of new challenges of the current decade and, notably, that of employment creation. This, in turn, called for support to enterprise development and the creation of an enabling environment. Unemployment and underemployment were affecting not only the developing world but also the industrialized economies as well as new member States of the Organization. The technical cooperation programme of the ILO in the 1990s could not remain insensitive to emerging social issues such as rapid population growth, the deteriorating quality of working life, and the need for effective leadership training which all needed to be integrated into ILO programmes and translated into operational terms.

31. Several speakers emphasized that in pursuing its objectives the Organization was faced with some additional daunting tasks, namely integrating into its work the promotion of democracy in all regions, of observance of human rights and of participatory approaches. Countries embarking on this path stood to benefit from a climate favourable to tripartism and from social institutions that had a clear vision and commitment to social dialogue. The ILO should refocus its attention and resources and propose practical ways by which the development of social institutions and the creation of a favourable environment could be fostered. This was particularly critical in times of structural adjustment which had inflicted additional hardships upon the developing countries particularly for vulnerable groups in society and generally for those that could not rely on structured and representative organizations. It was pointed out that workers in the informal sector of the economy, including a large number of self-employed women heads of households in rural settings, had virtually no representative organizations to provide support and press their views. A Worker member speaking on behalf of his group, raised the question of the ILO's involvement in the structural adjustment process. In this regard, the ILO should not only mitigate social suffering through, inter alia, the creation of "safety nets", but also exercise, through a closer dialogue, influence on the Bretton Woods institutions. An example of a useful, though "defensive" action, was cited by the Government member of Egypt who mentioned the Fund for Social Development established in her country in the context of the ongoing adjustment process.

32. Several speakers, mainly from donor countries and from the Workers' group, felt that if the Organization was more clearly perceived to be focusing on the basic needs of the poorest segments of the working population, it could

expect the donor community to respond more generously. In this context some Workers' members felt that past ILO response in seemingly scattered directions in such fields as transfer of technology, enhanced productivity and improved production methods had not been particularly useful and, according to the Vice-Chairman of the Workers' group, were not necesarily perceived as beneficial from a worker's viewpoint. Moreover, it was also stated that some other agencies, inside and outside the United Nations system, were better placed to work in these areas. The ILO was facing a dilemma of forging, on the one hand, its global image of a social conscience whilst, on the other, seeking to establish its authority in purely economic fields. As economic themes had tended to take ascendancy over social ones, such core mandate objectives as the promotion of sound industrial relations systems and an improved working environment were not given adequate attention. However, the Employers' Vice-Chairman, speaking on behalf of his group, and several other members emphasized that any attempt at establishing a rigid distinction between economic and social objectives would be detrimental to both the ILO's programme and its image. The response to structural adjustment, for instance, required a thorough understanding of the interaction between economic and social variables and issues. The fight against poverty by way of employment creation schemes and human resource development could only be achieved through a proper blending of social and economic concerns in a tripartite process.

33. Several speakers reflected on the ILO's future role in relation to human resources development and emphasized the now widely recognized policy of empowerment which became critical in the wake of economic restructuring, for instance in the new states in Central and Eastern Europe as well as in other countries shifting from centrally planned to market economies. Empowerment, it was pointed out, did not consist only of transferring initial or additional skills, but should be seen as a lifelong process enabling individuals and groups in all sectors, branches and levels of the economy to adjust to the new economic and social realities, with due account being taken of technological changes that rendered previously acquired skills and established methods obsolescent in relatively short periods. Several speakers strongly advocated the promotion of women-specific programmes, as well as the integration of gender issues into the mainstream of the ILO's operational activities. Women, it was argued, should be more instrumental in carrying out operational activities, not only as beneficiaries but also as resource persons. They should accordingly be appropriately represented in the MDTs.

34. Some members highlighted the fact that many social programmes pursued by member States had not succeeded because they failed to consider, from the design stage, the conditions necessary for sustainability, which was now recognized by the international community as one of the key prerequisites in promoting a relevant strategy. Some speakers recalled in this connection the attention given to NGOs and the social partners by the principal development agencies, citing in particular the United Nations Conference on Environment and Development (UNCED), convened in Rio de Janeiro in 1992. There was a growing awareness of the contribution of workers' and employers' organizations to achieving sustainable growth.

35. Speakers from all groups stressed that tripartism be recognized as a major concern for ILO technical coperation and that adequate resources be allocated to the programmes addressing the needs of the social partners. They were aware of the fact that governments had not always been forthcoming in supporting programmes for the social partners under UNDP financing and that these programmes consequently relied heavily on support from multi-bilateral donors. An example of technical support which both Employers' and Workers' members felt was relevant concerned the establishment and strengthening, within their respective organizations, of research and study capacity to enable them to contribute effectively to national dialogue and negotiations regarding social and economic policies or programmes. Other speakers highlighted the unique contribution of workers' cooperatives that dealt with a

wide range of vital workers' needs. They felt that the Office report should have given greater emphasis to this important category of voluntary organizations because of their unique contribution to job creation and generally to social and economic development. The representative of the Secretary-General explained that the Office report was completed several months before the expert meeting on cooperatives took place, and it had consequently not been possible to include the conclusions derived from that meeting.

36. Several speakers requested that some of the major substantive priority themes, already identified during the 1987 Conference debate, should be reiterated because they had lost nothing of their relevance. It was noted that the informal sector should receive greater attention than in the past, as should activities aimed at the disabled, women, migrants, youth and victims of apartheid. Speakers from several donor countries and the other groups drew particular attention to the need to strengthen the ILO's operational activities designed to eliminate child labour, in such a manner as to not condemn children and their families to death and starvation. Specific mention was made by one speaker of the need to promote wider understanding and better application of the Minimum Age Convention, 1973 (No. 138). One Employer speaker felt that on such a cardinal theme the Employers' and Workers' programmes of the Organization joined hands and promoted a bipartite concerted action. A Workers' member emphasized that combat against child labour was closely intertwined with furthering a gender-specific approach. She also felt that each MDT should include an expert on child labour issues, that appropriate policy research should be carried out on the subject of child labour and that a tripartite approach was particularly appropriate in this field.

37. Similarily, the need to strengthen labour administration and labour ministries in general, whilst recognized and documented in the 1987 Conclusions, had to be re-emphasized, particularly at a time when the international community was expecting the labour administration systems to play a more prominent role, both in respect of their traditional protective functions and in relation to the adoption, ratification and, above all, application of ILO standards. Referring to the need for ILO to concentrate on its core mandate and the underlying notion of being a "centre of excellence", many speakers from donor and developing countries pointed out that a full recognition of and concentration on the ILO's comparative advantages was required. Many members argued that the requirement of the ILO doing fewer things better should be strongly reiterated in the light of experience gained and evidence available. The representative of the Secretary-General, in response to questions raised during the debate, informed the Committee of the Office's approach to the subject of the core mandate, which was indeed of growing concern to the Office, emphasizing that it was, basically, a response to wishes and resolutions taken by ILO constituents themselves within the framework of, for instance, the International Labour Conference, the regional conferences and other competent bodies. In the process the Office had at times accepted to scale down certain technical programmes, the pursuit of which would have distracted human and material resources from more genuine ILO technical fields in need of additional support. The attainment of excellence, in turn, required the formulation of bench-marks and other indicators of achievement as well as rigorous application of high standards for delivery and evaluation of technical programmes.

38. As regards policy dialogue, several speakers recalled that in the application of recent United Nations General Assembly resolutions as well as of a series of decisions taken by the UNDP Governing Council and ECOSOC, specialized agencies were now urged to emphasize their policy advisory function. The issue of new modalities of execution and successor arrangements, mobilized agencies' capacities to provide high-level policy advice and specific technical support services in their fields of competence.

Mention was made, inter alia, by the Government member of Sweden, of pioneering work undertaken by headquarters in relation to labour intensive rural and urban works programmes and the informal sector in support of the view that there was a need to preserve research capability at headquarters, thus complementing policy formulation and empirical research undertaken by the ILO's field structure and the MDTs.

39. Some members called for short-term emergency and relief activities not to be neglected, within the limits of the ILO's mandate and resources. Reference was made in this connection to conclusions reached at the recent 13th Conference of Asia and Pacific Labour Ministers (CAPLAM), held in Teheran, which specifically requested the ILO to give urgent assistance to war ravaged countries in the region.

(b) Regional priorities

40. All speakers found the regional distribution of the ILO technical cooperation programme largely to be balanced and in harmony with past resolutions and decisions taken by the ILO tripartite constituency. Several African speakers felt that the plight of LDCs should be given greater attention and resources, and one speaker regretted the downward trend in allocation to the LDCs revealed by the data in the report. In his reply, the representative of the Secretary-General, however, recalled that the level of assistance had remained fairly stable over the years representing roughly one-third of the total annual expenditure on operational activities.

41. Several speakers from the Asia and Pacific region, whilst endorsing the thrust of the ILO regional programme, recalled that in this vast region, the majority of people lived in rural areas. Accepting that the ILO had a mission to perform for the organized sector as well as the urban informal sector, adequate attention was also necessary with respect to outlying areas of the countries where, moreover, women assumed an unduly large economic burden. Recalling the needs of the Arab States, some members requested that the situation of the workers in the occupied territories should also be given due attention. Several members, mainly from the African region, urged the Office to maintain the pressure on South Africa, designed to bring an early end to apartheid. Several speakers also dealt with the ILO's support to countries in Central and Eastern Europe. There was a wide measure of agreement that the Organization had to respond to the circumstances prevailing in these countries particularly in terms of providing policy advice for the promotion of social institutions, labour legislation, social protection and improvements of the working environment. In this connection, the representative of the Secretary-General recalled that support to this group of countries relied principally on additional funding from extra-budgetary resources and, furthermore, essentially also took the form of policy advice. It had in no way prejudiced ILO's commitment to the other developing regions and, notably, to Africa where nearly half of the annual expenditure of the Organization was incurred. In this connection, the Employers' member from Lebanon suggested that Arab countries in Africa should also be included in activities targeted at the Arab region. Finally, in this region, problems arising from forced or voluntary migration should also be duly considered.

42. Several Government members, while endorsing the country focus of ILO's operational activities, urged the Organization to bring the international perspective truly to bear on its country-focused programmes as this was one of the comparative advantages of ILO as a multilateral and universal agency. Several speakers also stressed that the unity of ILO action should be preserved, particulrly at a time when devolution of implementation and a stronger technical presence in the field were being undertaken.

43. All speakers felt that in addressing thematic or regional activities, the ILO programme had to consider the domestic capacity of the recipient countries as a crucial condition; this applied mutatis mutandis to all three ILO constituents. Where countries did not possess the necessary human or material resources, it was unrealistic to circumscribe ILO's support merely to providing high-level policy advice whilst expecting the country to mount its own operational activities that required complex organizational and conceptual skills and capacities. National capacity building was therefore a paramount consideration that had to be carefully assessed at the outset of the activities when objectives were formulated, and during all subsequent stages of the support process.

Complementarity between international labour standards and technical cooperation

44. The relationship between international labour standards and technical cooperation, extensively debated throughout the Committee work, has already been touched upon in the introduction. During the debate on the different chapters of the report, many speakers reverted to the subject offering nuances, clarifications and interpretations that they felt were pertinent to this discussion. Recurrent references were made to the document submitted to and the debate held during the 252nd Session of the Governing Body (March 1992). The Employers' members reiterated their fundamental position which, in substance, consisted of rejecting any attempt at imposing conditionality on technical assistance related to the ratification or observance of international labour standards. Standards were means and not ends in themselves. They felt, furthermore, that there was ground to distinguish between so-called essential standards and others often too detailed or presupposing a level of development which many countries had not reached yet. The key to the issue was not a rigid, but a flexible approach. The Organization stood to benefit from an in-depth examination of the reasons for non-compliance by certain member States, bearing in mind that lack of good will definitely was not the root cause. Recalling earlier views on this matter, speakers from the Employers' group stressed that the issue of ratification was very complex. Merely taking the number of ratifications as an indicator of commitment to international labour standards or social progress was inadequate. Indeed, some member States, in the words of one Employers' speaker, had chosen to ratify without adequate consideration of human or economic implications. Countries were now far more cautious in their attitude to accepting further ratifications. In the view of the Employers' group, economic consequences of ratification should be pointed out to governments by the ILO, as in the case of the Minimum Wage Fixing Convention, 1970 (No. 131). Under no circumstances should the ratification of a convention discourage investment and development. It was recalled in this connection that a correlation could not be established between the number of ratified conventions and the social progress made by a particular country. Also, the current adjustment process was hardly conducive to acceptance of new social obligations and, in this perspective, the ILO's assistance to member States should be directed at protecting workers in a realistic and feasible fashion.

45. In reacting to the views expressed by the Employers' group, the Workers' Vice-Chairman had on several occasions recalled, on behalf of his group, the origin and nature of the understanding, which had been reached when the matter was discussed in the Governing Body in March 1992. He reaffirmed the fundamental commitment of his group to the promotion of international labour standards, their universal character and their relevance to all workers, regardless of economic sector or branch of activity, who should enjoy adequate social protection.

46. The majority of speakers felt that the discussion had led to an understanding the notion of complementarity, always pursued in the light of prevailing circumstances, in order to achieve maximum acceptance and effectiveness. Several members recalled that linkage of technical cooperation, at project level, to principles embodied in international labour standards, lent added significance to the universal character of the Organization. Country-specific knowledge with particular reference to the economic and social conditions would be enhanced by the proximity of subregional MDTs, further reinforced by the inclusion, in each team, of experts on workers' and employers' questions, as well as on international labour standards. In this connection, the Government member of the United Kingdom wondered whether the autonomy enjoyed by the subregional teams would not result in undue emphasis on ratification or application. Furthermore, the type and nature of some forms of operational activities did not lend themselves to standard promotion.

47. Other members, including the Government member of Australia, were of the view that complementarity would enrich the quality of policy advice provided by the ILO to its tripartite constituents. It would have the added advantage of ensuring that the support of the ILO was related as closely as possible to the core mandate of the Organization.

48. One Worker member wished to distinguish between inability to abide by universal principles embodied in standards and cases of grave and flagrant violation of the ILO's standards. He said that the latter did justify a more rigorous stance by the ILO but this interpretation was considered ill-advised by several Employers' members who insisted that the notion of conditionality should not be applied under any circumstances. Countries only stood to benefit from a positive dialogue in which technical cooperation was itself a powerful instrument, not to be scaled down or discontinued, for any reason whatsoever.

Promotion of tripartism and social dialogue

49. Throughout the debate, issues connected with the promotion of tripartism in technical cooperation were touched upon by members of all groups, many of whom had found the report to be comprehensive and thorough on this subject. The debate focused in particular on issues in relation to the following circumstances: tripartite participation in the context of the shift from planned to market economies taking place in the various regions; the structure and principles of tripartism and their repercussions on the democratization process with particular emphasis on new independent republics in Central and Eastern Europe; the interdependence between tripartite participation, international labour standards, and technical cooperation, already referred to in a previous section of this report; the future involvement of workers' and employers' organizations in the structural adjustment process and, finally, the importance of including tripartite dimensions in the newly conceived active partnership policy, in general, and in the multidisciplinary teams in particular.

50. Many speakers agreed that a tripartite approach was not only a "feature" or "characteristic" of the ILO's mandate and structure but principal among its comparative advantages.

51. Several members emphasized the discrepancy that sometimes occurred between commitment to the tripartite process at international level and that observed at national level. In developing countries in particular, difficulties facing workers' and employers' organizations often prevented them from making optimal contributions or participating in the shaping of new

policies and programmes. This was illustrated by their insufficient involvement in the structural adjustment process which was often conducted without the social partners, not necessarily due to lack of good will on the part of governments or of the Bretton Woods institutions, but essentially because of the difficulties encountered by the social partners to research, analyse and present their views forcefully. In this context, both Employers' and Workers' members insisted on applying the tripartite approach beyond the traditional programme of assistance and even to go beyond the range of operational activities. The Employers' member for Jordan, supported by other members, mentioned the need to set up and support research and studies units capable of substantiating the position of the social partners in the face of legislative or policy proposals discussed at national level in the context of structural adjustment or any other dialogue on social and economic issues.

52. Many speakers felt that in the framework of the ILO's technical cooperation programme, tripartism should be interpreted not only in narrow terms as a method or an approach but rather as a fundamental feature of democracy. This had particular significance in the case of countries embarking on profound democratic reforms in Eastern and Central Europe, but was also valid elsewhere. In this context, several members of the three groups recalled instances of contacts and exchanges between workers' and employers' organizations from industrialized countries and their Central and Eastern European counterparts which had covered structural and legal aspects, as well as financial and organizational arrangements.

53. Many speakers offered suggestions concerning the approach of the Office to the promotion of tripartite concerns vis-à-vis other United Nations agencies and the Bretton Woods institutions. Mention was made in this context of the fact that tripartism was little known or understood outside the limited sphere of the Organization. As a result, the Organization had a daunting advocacy role to play in its dialogue with these development partners, inside and outside the UN system. Recalling an Understanding in 1988 between the Chairmen of the Employers' and Workers' groups of the Governing Body and the then Associate Administrator of the UNDP regarding tripartite participation in UNDP-funded programmes, some members regretted the limited practical impact of this Understanding so far. A number of speakers referred to the policy dialogue between the ILO and the Bretton Woods institutions, which evidently had faced even greater difficulties in terms of enlisting support for tripartite themes and for enhancing the social content of structural adjustment programmes. The Government member of the United Kingdom urged that the dialogue take place at all possible levels namely at top management level, between headquarters of the organizations, at country level and, above all, between specialists from both organizations. In confirming that this was indeed a preoccupation for the Office, the representative of the Secretary-General informed the Committee of numerous efforts made, at different levels. In reply to a question about the role of the MDTs in this regard, he cited the example of several instances of contacts between the first operational MDT (in Budapest) and representatives of the Bretton Woods institutions.

54. Several speakers commended the Office on the strong emphasis it clearly placed on a tripartite dimension in the work of the MDTs. As might be expected, they regarded as positive all attempts designed to refocus and reconcentrate the ILO's operational activities on key priority themes which, in turn, implied more intense involvement of the social partners in the identification of country objectives in the formulation of country-focused programmes and generally, in the implementation and evaluation of operational activities. Partnership, it was recalled should indeed be active, but above all equitable as regards the social partners who should be considered and treated as equal partners. Some Employers' members in this connection suggested that as privatization was gaining momentum in many countries and expertise was needed in this complex area, including the creation of

micro-enterprises and fostering of entrepreneurship, the ILO could draw upon qualified expert capability available to certain employers' organizations. Likewise, workers' organizations were in a position to offer expert advice to certain ILO programmes such as those concerned with gender issues, child labour and the informal sector. Some members suggested that the Office build up a compendium of local expertise available at country level as part of its overall effort to enhance the local/national content of international development programmes; this should apply to expertise to be drawn from workers' and employers' organizations as, indeed, from other sources and backgrounds.

55. Several members asked that ILO programmes in support of the social partners be more specific, contending that the information contained in the Office's report was somewhat vague. The Workers' Vice-Chairman, on behalf of his group, felt that the report conveyed the impression that the type of support given to workers' organizations was not the same as that offered to employers' organizations. There was too narrow a focus as far as support to workers' organizations was concerned as no indications had been given regarding the monitoring and measurement of activities. They also urged that employers' and workers' organizations should channel their requests for support directly to the ILO, recalling that this established principle was not always observed. Employers' and Workers' members of MDTs should retain strong links with their respective liaison bureaux at headquarters. Some members stressed that the social partners should be more actively associated with the debate on national capacity-building and investment in human resources so as not to focus exclusively or primarily on government-related activities. This would be in line with the unique structure and mandate of the ILO while, at the same time, it would redress the relative paucity of resources being allocated to the promotion of employers' and workers' organizations.

Key management issues

56. Some issues related to the overall management of the ILO's programmes were extensively dealt with during the general discussion. Certain management issues relative to the emergence of new priorities, and to management structure created under the active partnership, are summarized in other parts of this report. In addressing key management issues, members of the Committee paid particular attention to the questions of (a) ensuring a sustainable funding base for the programme; (b) monitoring and implementation of the programme; (c) evaluation, lessons learned and feedback; and, finally, (d) effective coordination.

(a) Ensuring a sustainable funding base for the programme

57. Speakers from all groups dealt with the financial prospects for a continued vigorous and relevant ILO technical cooperation programme. They all expressed concern over the looming downhill trend after years of uninterrupted growth. It was realised that most recent financial indications regarding approvals and expenditures, revealed that there was substantial decline in resources. In stressing, however, their commitment to the policy of national execution and capacity building, some members were also wondering whether this trend could be reversed or checked. Questions were raised regarding the full utilization of existing or additional sources. Some speakers expressed concern over the modest ILO share in overall UNDP resources in the recent past and asked whether a closer dialogue with the management of UNDP might not lead to increasing UNDP financing for ILO activities. In reply to this question, the representative of the Secretary-General explained that, as had been mentioned by the representative of UNDP, decisions on the use of UNDP

resources were made mainly at the country level through consultation between UNDP and the government concerned. The Government member of Cameroon and the Employer member of Lebanon asked whether the UNDP's emphasis on policy formulation and advice would not deprive developing countries of access to agencies' accumulated experience through project implementation. In reviewing the relationship between the ILO and financial institutions, speakers highlighted a twofold objective. Firstly, they stressed the need to forge a coherent policy and strategy with respect to poverty alleviation and the fight against unemployment, the acceptance of which will hopefully result in strengthening the social content of adjustment programmes. Secondly, they hoped that such high-level dialogue would have a positive impact on the financial flows available to the Organization. The Government member of the United States recalled, in this connection, that the World Bank itself had now come to realize that sound macroeconomic policies are necessary but not sufficient conditions for social progress. The Office was therefore urged to keep this matter under constant review; some members stressed the need for the new restructured Committee on Technical Cooperation of the Governing Body to monitor progress achieved in this regard on a continuing basis. Members of the Committee observed that in the current transitory phase, multi-bilaterally funded programmes had a special mission to fulfill, both in terms of providing continued financial support to the overall ILO technical cooperation programme and in focusing the funding on issues central to the ILO's mandate and its tripartite constituency. Mention was made by the two Vice-Chairmen and several other speakers of the international targets of attaining 0.7 per cent, and eventually 1 per cent of GNP for development purposes. However, some members recalled that, considering the prevailing economic hardships which industrialized countries themselves were presently facing, it was evident that some setback in terms of resource flows from North to South could be expected.

58. Members from the multi-bilateral community, and particularly countries sponsoring the Nordic United Nations project, expressed satisfaction over the timely and comprehensive reforms undertaken by the ILO which were in line with recommendations contained therein. This could, in future, translate into a strengthened partnership with the ILO. Mention was specifically made of a novel programming method applied in the ILO-Danida multi-bilateral cooperation, consisting of a four-year rolling financial plan for activities in five major technical fields. The Government member of the United Kingdom sought assurance from the Office that the provision of multi-bilateral resources was in harmony with multilateral principles and without conditionality. An assurance to this effect was given by the representative of the Secretary-General.

59. On several occasions members touched upon the future use and volume of the ILO's RBTC resources. They felt that at least during this period of financial uncertainties, RBTC credits might be used beyond their initial and established criteria which nevertheless remained valid: providing seed-money, support to social programmes central to the ILO's mandate, such as international labour standards. The possibility of increasing the volume of RBTC resources was raised. The representative of the Secretary-General indicated that decisions concerning the level of RBTC resources were of the Governing Body's competence.

60. In reviewing the financial prospects for the programme, the Employers' group supported by other speakers, touched upon the possibility of securing domestic resources in countries and in specific situations where circumstances permitted. In this regard, a member proposed the use of training institutions applying the levy-grant system, national social security organizations capable of independently funding their own technical assistance needs, recourse to a user-pay system were given as examples. The Employers' Vice-Chairman submitted that in search of more cost-effective means, consideration be given to utilizing the services of experienced national retired professionals. The Government member of Sweden felt that on the

strength of innovative and imaginative research proposals, donors might be willing to make the necessary resources available.

(b) Implementing and monitoring the programme

61. Members of the Committee from all three groups drew the Office's attention to the importance of setting in motion an implementation and monitoring system that would enable the Organization to continue to provide high-level technical services to ILO constituents. The Government member of Botswana suggested that the ILO should assist in the creation of "a critical mass" of local expertise in fields of its mandate.

62. One major concern was that careful monitoring and evaluation of the implementation process, jointly with constituents, should be an important feature of the ILO programme and that the universality of the Organization and its comparative advantage be safeguarded. There were some concerns expressed regarding the fact that with the 14 multidisciplinary teams addressing specific subregions, the voice of the region as a whole might not be heard with sufficient clarity.

63. The Government member of Australia advised that an appropriate reporting system, using rigorous performance indicators, be established to facilitate proper accountability and transparency, and that constant scrutiny during the implementation process be ensured. Some members felt that, notwithstanding the emerging emphasis on policy advice, the ILO would, at least for the near future, be engaged in administering and managing a wide range of operational activities. Several members commented on the notion of multidisciplinarity and urged the Office not to confine its application to the field-based teams but to make it an integral part of ILO's overall technical cooperation programme including technical services at headquarters, thus working towards effective integration of the various disciplines at all levels. In this connection, the representative of the Secretary-General cited a recent ILO Statement of Guiding Principles for ILO Field Activities on Structural Adjustment, in which a multidisciplinary approach was duly emphasized.

(c) Evaluation, lessons learned and feedback

64. Speakers from all three groups stressed that evaluation was essential for maintaining quality in the performance of the technical cooperation programme. Several speakers expressed the wish for more analytical evidence of sustainable results and difficulties encountered. The Government member of the United Kingdom inquired whether the benefits of the operational activities actually reached the intended target group. Several speakers proposed the introduction of comprehensive and systematic evaluation techniques. Some members felt that there was a lack of balance in the report concerning its treatment of resources, inputs and activities on the one hand, and results and impact on the other. The latter aspect should have received greater attention. External independent evaluation was cited as one useful method for enhancing the quality of the ILO's operational activities. The Government member of Argentina highlighted the need to take careful account of the cultural background and the social and economic circumstances prevailing in the country before determining the type of personnel inputs and other modalities. He further stressed the need for operational activities to be fully integrated into the national framework, since this was a prime condition for sustainability.

65. Members from both the Employers' and Workers' groups felt that the social partners were not associated to a sufficient degree with the review and evaluation of ILO activities, and noted that only if they were involved in the

design and implementation could they be expected to contribute to evaluation. In this regard, the ILO had a role and responsibility, and the group expected that in the elaboration of country objectives, under the new active partnership policy, more ample opportunities would be given to the social partners.

66. Responding to a number of queries regarding the ILO's approach to review and evaluation, the representative of the Secretary-General recalled the principal means currently in use, including the review function performed by the Committee on Operational Programmes of the Governing Body. He added that at project level, the main elements were an initial plan of work, a progress report, tripartite review, self-evaluation and final evaluation. He considered that the existing system did not allocate resources for ex-post impact evaluation as its emphasis was on the review and evaluation of individual projects. In the context of the emerging active partnership policy, the ILO intended to introduce new computer-assisted monitoring, reporting and evaluation procedures in which a combination of external and self-evaluation would be an important component.

67. The Committee discussed the periodicity of future conference debates on the technical cooperation programme of the ILO; the proposals made by various speakers ranged from intervals of one year to five years or more. The Worker Vice-Chairman argued that his group was not in favour of too frequent reviews in view of the need to allow an adequate timeframe giving the Organization sufficient time to show measurable results of the Active Partnership Policy. In the meantime, the new Technical Cooperation Committee of the Governing Body would, at any rate, be monitoring the programme performance on an annual basis.

(d) Coordination

68. In their interventions speakers identified four interrelated levels at which the ILO needed to consider coordination: within the United Nations development system, in relation to other international development institutions, at the country-level and, finally, within its own operations and structure. Speakers underlined that, given the tight financial environment, coordination was more than ever of vital importance.

69. The ILO's efforts in harmonizing and coordinating operational activities in the context of the reforms under way within the United Nations system were generally appreciated. The direction of the strategic response outlined in the Office report was considered by most speakers as timely, compatible and in line with the thrust of General Assembly resolutions 44/211 of 1989 and 47/199 of 1992. (See also Active partnership policy chapter.)

70. Speakers from the Employers' and Workers' groups insisted on appropriate consultation mechanisms with the social partners, a matter that went beyond the issue of coordination only. Some recalled that since the technical cooperation programme was largely funded from extra-budgetary sources and to a large extent from multi-bilateral donors, the involvement of the constituents in coordination assumed greater significance. Coordination at the country level was particularly essential where the technical cooperation programme involved a number of counterpart organizations, as well as the social partners. It was stressed that the process of coordination should also serve to acquaint the diverse United Nations partners, including the Bretton Woods institutions, about the specificity of the ILO's mandate and fields of competence. Conversely, the ILO also had to take full cognizance of social programmes undertaken by other relevant organizations including bilateral aid agencies. For the attainment of certain strategic goals such as democratization, protection of human rights and humanitarian assistance, a

tactical approach derived from a clear strategy based on coordination with concerned partners was vital.

71. Another salient issue was that of coordination in the context of national execution. The Organization had to ensure that the involvement of new development agents did not result in the weakening of its commitment to the tripartite mandate of the ILO. All opportunities should be sought to disseminate knowledge about tripartism and social dialogue amongst other United Nations agencies involved in promotion of social programmes.

72. The Committee was informed by the representative of the UNDP of some new initiatives designed to enhance the promotion, implementation and evaluation of UNDP-sponsored activities. Attention was drawn, in particular, to the introduction of the Country Strategy Note as the broad framework for country programmes and serving, thereby, as a useful reference to the entire UN system. Additionally, mention was made of a Programme Support Document introduced on a trial basis, also designed to improve internal coordination of United Nations inputs. Finally, he commended the International Training Centre in Turin for carrying out a series of workshops entitled Programme on Management of Field Coordination for Senior UN System Representatives.

Active partnership at work

73. A large number of speakers from the three groups welcomed the active partnership policy as an appropriate and timely strategic response to new challenges and constraints in the framework of the ongoing reform of the operational activities of the United Nations system. This policy consisted of both a new management structure and a new paradigm, featuring new substantive operational priorities and new modalities for the promotion and delivery of technical services to the ILO's constituents. Some speakers, including the Government members of Denmark, the Netherlands, Norway, the United States and Botswana, commended the Office for its wide-ranging initiative in adapting to the changing environment of international development cooperation.

74. Several speakers made specific references to parallels between the major elements in the new policies for the United Nations development system derived from the General Assembly resolutions 44/211 and 47/199, and those of the proposed strategic response of the ILO. These should enable the Office to contribute effectively to an integrated United Nations system-wide response to national objectives and priorities. The Workers' member of Sweden, speaking on behalf of the group, noted with appreciation that the Office had responded constructively to the main recommendations emerging from the Nordic UN project, reference to which had been made in the Director-General's Report. These recommendations coincided with the concerns of his group, in particular as regards the strengthening of standard-setting activities, improving the analytical and technical capacity of the Office, redressing an imbalance between regular budget and extra-budgetary resources, and concentrating on activities within the core mandate and the comparative advantage of the ILO. His group equally endorsed the response of the Office to the new modalities emerging from the General Assembly resolutions and initiatives of UNDP, i.e. the focus on a programme approach and capacity building on the promotion of national execution modalities, and on the centering of UN development system assistance within the framework of a common country strategy.

75. While welcoming the general thrust of the proposed measures in the active partnership policy, several members addressed a number of specific issues and raised questions relating to its financial implications and to the management of the transitional period. The Government members of Sweden and Switzerland considered that there was also a risk involved in dismantling

certain elements of the current structure which had proven effective, in order to establish the MDTs within the constraints of zero-growth. It was suggested that it would have been preferable to adopt a pilot approach by establishing a few MDTs initially, followed by a full implementation phase with the necessary adjustments made on the basis of experience gained. At any rate, the transition period and the early stages of implementation of the new structure should be closely monitored and corrective measures taken, as appropriate. Concern was also expressed by several speakers about the possible weakening of the unique technical experience of the ILO in a number of specific fields, for example in labour-intensive approaches to employment promotion and in informal sector activities. According to these speakers, the ILO should be careful not to lose ground in areas where its technical competence was universally recognized and where its assistance was needed. It was important to ensure the establishment of appropriate feedback mechanisms and operational exchanges between the MDTs and the technical departments, so as to maintain and continuously update the institutional knowledge base and the unity of policies of the ILO.

76. The Employers' Vice-Chairman and several members of both the Employers' and Workers' groups highlighted the pursuit of a continuous dialogue with the ILO's tripartite constituents in the setting of objectives at the country level as a major innovative feature in the new approach to technical cooperation. These objectives should be clearly structured and accompanied by performance indicators to enable monitoring and measurement of progress in the attainment of the objectives within a given timeframe. At the same time, as stressed by some speakers, the objectives would need to be regularly reviewed and adjusted to the changing requirements and needs of the constituents, and flexibility in the approach to the achievement of objectives was called for. However, the concept of country objectives should not be taken to imply that the Office should no longer be able to assist each of the three constituents individually, and directly at their request. The Employer member from Kenya, supported by other members, stressed the need for an approach that embodied the principles of an active and also equal partnership between the ILO and its three constituents.

77. It was generally recognized that, beyond the setting of objectives for collaboration between the ILO and the three constituents at the country, regional and global levels of the ILO programme, the concept of active partnership extended to the active participation of the constituents in the identification, preparation, implementation and evaluation of technical cooperation activities. These activities should focus on strengthening the capacities of the constituents through training and joint implementation, and should make full use of, and interact with their own expertise.

78. Several Government members stressed that the concept of active partnership should extend also to the ILO's development partners in and outside the United Nations system, including the NGOs, in the context of a coherent and integrated UN system response to national priorities and the country strategy. The active partnership with donors, both multilateral organizations and bilateral donor countries, should be geared towards orienting their policies and programmes to social concerns, identifying common ground for coordinated action or collaboration and to the mobilizing of resources for ILO technical cooperation.

79. The Vice-Chairmen of the Employers' and Workers' groups, and a number of Government members, addressed management issues associated with the establishment of the MDTs. One set of issues concerned the functioning of the MDTs in relation to the other components of the ILO structure. The need for clear lines of reporting, control and communications with clearly delineated roles and responsibilities of headquarters, regional offices, field offices and MDTs was stressed by the Government member of Japan as well as by other members. To become an effective tool for providing services to ILO

constitutents in technical cooperation, there should be a real decentralization of authority to the field structure, under the overall policy guidance of headquarters. At the same time, it was recalled that the MDTs could not cover all fields of ILO competence. Therefore, they should function as catalysts for the mobilization of technical expertise wherever located in the ILO structure. Several speakers expressed concern that the introduction of the MDTs might add an additional layer to the hierarchy, and stressed the need to simplify bureaucratic procedures and to concentrate on practical achievements.

80. Another set of issues commented on by many speakers concerned management of and within the MDTs. The Vice-Chairman of the Employers' group emphasized that the directors of MDTs should be selected based on proven leadership qualities and technical competence, which were seen as the key to success. In addition, the management of the MDTs should be based on structured objectives and clear work plans, which would facilitate monitoring, reporting and evaluation of their performance. Many members were of the view that the MDTs would need active support in many respects from headquarters, especially in the initial phase, and that training of their staff geared to team-building was important to ensure an effective integration of and interaction between the various technical disciplines represented in the teams.

81. A number of questions were raised about the composition, location and functioning of multidisciplinary teams which, it was generally felt, should be flexible and subject to review and change after experience had been gained. Stress was laid upon the importance of having officials in each team who would provide support to employers' and workers' organizations. The MDTs should also utilize the capacity and expertise available in these organizations as well as other sources of local expertise, thereby contributing to the further development of national capacity. In addition, the teams should include specialists in international labour standards to facilitate the integration of standards in all aspects of their work. It was noted with concern that in some technical fields, in particular those related to employment and economic development, the MDTs would have less decentralized technical competence than before, and the example of the regional employment teams was cited in this regard.

82. There was a general consensus that the complexity of problems with which the ILO and its constituents were faced, particularly in the context of the transition to market economies, structural adjustment and the persistent deterioration of the economic performance of many LDCs, required a more integrated, multidisciplinary approach as proposed by the Office. The need for a multidisciplinary approach extended, by definition, to the ILO's relations with other specialized technical agencies. Inter-agency collaboration would be required to tackle many development problems in a comprehensive and effective manner. While endorsing the need for multidisciplinarity, some members felt that this would not emerge simply by putting together specialists representing different disciplines in a team. The Government members of Sweden and the United States underlined the need for the Office to develop a more systematic methodology and evolve practical guidelines for the integration of and interaction between the various disciplines within the ILO's technical competence. Multidisciplinarity in advisory services and technical cooperation activities in the field would need to be matched and supported by the same approach in the work of the technical departments at headquarters and in all other activities of the Organization.

Consideration and adoption of the draft Resolution and Conclusions prepared by the Working Party

83. At the ninth sitting of the Committee, the Chairman introduced the draft Resolution and Conclusions prepared by the Working Party, and proposed that they be considered point by point. It was so agreed.

84. The Committee had before it 82 proposed amendments to the text prepared by the Working Party. The Workers' group pointed out that they had been able to limit the number of amendments submitted after agreement had been reached in the Working Party on a number of points. A number of amendments which merely sought to introduce improvements in the text or to stress a particular point were adopted by consensus, while some others were rejected or withdrawn after a brief discussion due to lack of support or because changes they sought to introduce had been covered by amendments adopted previously. Decisions were reached in a number of cases by taking a formal vote, mostly resorting to a simplified method of voting proposed by the Government member of Sweden, and agreed upon by the Committee, which enabled the Committee to ascertain whether proposed amendments or subamendments stood a reasonable chance of being carried.

85. The following points of the report summarize the discussion on major issues. A number of amendments were proposed by all three groups on point 7 dealing with the substantive priorities for ILO technical cooperation in the 1990s. The Employers' group strongly felt that the importance of employment creation, which had been mentioned also by a number of governments in the prevailing global economic environment, should be fully reflected among the priorities by adding the words "and employment creation" to "poverty alleviation". The Employers' group stressed that the term poverty alleviation did not include all the aspects of employment promotion and that some employment issues went beyond the alleviation of poverty. The Employers' concerns were supported by some Government members who sought to include them in a number of proposed subamendments. The Government member of Mexico, speaking in support of an amendment proposed by the Government member of Malaysia concerning a higher priority for human resources development, which was not adopted, wished to go on record to state that this was indeed a major concern to developing countries. The Workers' members and a majority of governments felt, however, that employment creation should not be added as a fourth priority as this would detract from the key importance they attached to the three priorities. A subamendment proposed by the Government delegate of Denmark, which put the priorities in the order in which they were presented in the introduction to the Programme and Budget proposals for 1994-95 and which included employment creation as a means towards poverty alleviation, was eventually carried after a vote.

86. Several amendments to the summary of substantive priority areas in the clauses of point 7 were introduced to reflect particular concerns of the three groups and some of these were adopted, thus introducing major changes, through subamendments, that went some way towards accommodating concerns expressed by the Employers' group and which were shared by some Government members. The extension of social security was qualified by including in clause 7(d) the words "wherever possible" as this was considered more realistic at a time when the economic viability of many existing social security schemes was threatened. The importance attached by the Employers and several Government members to training in entrepreneurship and small enterprise development was also brought out more clearly in the amended clause 7(c). The Employers' group regretted that the Workers' group could not accept their proposal to include a reference to improving labour productivity as a priority area.

87. Clarifications were sought, and subsequently provided by some Worker members, on the definition, operationalization, and implications of the conclusions relating to gender issues, as reflected in points 8 and 35. Amendments introduced to modify these points by stressing the overall objective of promoting equality of opportunity were not adopted. The Workers' members stated that they felt these amendments would significantly weaken the text. The addition of a clear statement of purpose, proposed by the United States Government member and to be included as the opening sentence of point 8, was adopted by consensus. The spokesman of the Employers' group, which had sponsored the amendments, then expressed significant reservations about the text. He reiterated his group's commitment to the promotion of equality of opportunity. It remained unclear, however, how the goal of achieving equality of opportunity and treatment could best be reached in practice. In his view the draft text seemed to focus on measures that favoured a certain rigidity which would in fact be less effective and perhaps counterproductive, compared with a more constructive and positive approach. The Employers' group asked that the record show that the Workers' group opposed their amendment concerning full respect for the principle of equality of opportunity.

88. A number of amendments were introduced on points 10, 14, 15, 16 and 17 concerning the relationship between international labour standards and technical cooperation, by the Employers' group and the Government member of the United States. The Employers' group, recapitulating views and arguments put forward in greater detail in a large number of interventions by members of their group during the plenary debate, stated their commitment to the basic human rights standards, but not to all standards some of which were unrealistic and could aggravate the unemployment situation, and reiterated their firm opposition to any notion of subordination and conditionality. They stressed that their views were supported by several Government members, particularly from developing countries. When pressed to the vote, and faced with the determination of the Workers' group to retain the draft text, the Employers' amendments to points 14, 15, 16 and 17 were not carried. During the discussion of these amendments, the Employers' group emphasized that they held strong views on this section of the report and that if their concerns were not met, they would have to seriously consider whether they could support the Conclusions.

89. A discussion took place on several issues relating to the section of the conclusions (points 18-22) on tripartism and social dialogue when dealing with a number of amendments seeking to improve the text, some of which were adopted. In relation to the use of the term "participation", the Employers' group would have had preference for the consistent use of the term "close consultation" throughout the text thus allowing for more flexibility and avoiding any difficulties which might arise, in respect of programmes of assistance to employers' and workers' organizations. As regards the point dealing with the concept of partnership with donors (point 28), the Workers' group sought to delete a reference to resources, in addition to expertise, being made available by employers' and workers' organizations for ILO technical cooperation activities, through an amendment which was not adopted. The Vice-Chairman of the Workers' group then stated formally that his group had reservations about the text so adopted.

90. In view of the anticipated decline in resources and the need for the ILO to remain within its mandate, and to make use of its comparative advantage which nevertheless included many priority issues as indicated in these conclusions, it was decided to add a new point to introduce the section on key management issues, stating that the ILO should further develop a coherent strategy for technical cooperation, to be presented to the Committee on Technical Cooperation of the Governing Body as soon as possible. The Governing Body should also, according to an amendment to point 24 which was adopted, closely monitor the impact of the expected reduction in UNDP resources on the technical cooperation programme.

91. At the conclusion of the sitting, which had been extended to allow the Committee to complete its consideration of the draft Resolution and Conclusions, the Chairman conveyed to the members his appreciation for their constructive contributions to the debate on the text prepared by the Working Party. In his view, a useful document had been produced. Looking back at the discussion, the spokesman for the Employers' group expressed the regret of his group that their most important concerns had not been taken into account in spite of support from a number of governments. These concerns are related to some fundamental issues facing the Organization, which his group would pursue further. His group would carefully examine the Conclusions in the light of the results, to determine whether they could be supported.

92. The Vice-Chairman of the Workers' group felt that the Committee had completed its substantive task satisfactorily, and congratulated members on the useful contributions made.

Adoption of the report

93. At its 11th and final sitting, the Committee met to conclude its business. The Chairman, recalling the discussion by the Committee of the draft resolution and conclusions, which had been examined and adopted at its tenth session, invited the members to approve the draft report. Some Government members proposed minor amendments to sections of the report referring to points they had raised during the debate for the Committee.

94. The Vice-Chairman of the Employers' group, in his concluding remarks, made the following statement, which he requested be included in full in the report:

> We have come to this Committee with full enthusiasm for technical cooperation, thinking that concentration on discussing and reporting will be on how to realize technical cooperation and how to finance and manage it in the best possible way for the recipient countries who suffer from unemployment and underemployment and low technical level of human resources. We remain committed to that agenda. Unfortunately, we found out that the discussion was gradually gliding into fields which were not exactly in conformity with issues central to technical cooperation, especially so since standard setting and research came as issues. This does not mean that we do not see several positive points as point 7, especially clauses (a), (b) and (c) of the objectives on training, employment, democratization, tripartism and assistance to employers' and workers' organizations. We do, however, have serious concern regarding the chapter entitled Synergy between technical labour standards and technical cooperation. In our judgement, it does not reflect the point of view which we expressed in the Committee, nor is it in conformity with the deliberations of the Governing Body on this subject because of ignoring our point of view and misinterpreting the Governing Body document. We find ourselves in opposition to this chapter. In doing so, we are thinking of the real needs of recipient countries which are made more difficult to realize because of the artificial relationship injected in this chapter between technical cooperation and ILO standards. Other concerns which are justified are not being spelled out here but we reserve this right to make our position known at the plenary of the Conference.

The Employers' Vice-Chairman concluded by expressing the appreciation of his group for the contributions to the work of the Committee made by the Chairman, the Reporter, the secretariat and the interpreters.

95. In his concluding remarks, the Workers' Vice Chairman stated that his group was happy to endorse the report and the draft resolution and conclusions. In his view, the report and draft conclusions reflected, in a balanced manner, the views expressed by all three groups during the debate. The Committee's work had been exemplary in terms of active tripartism. While his group would also have wished more prominence given to their concerns, it was inevitable and a strength of tripartism, that the result reflected a compromise between the different views. The Committee should be satisfied with the results of its work which would provide useful guidance for the Governing Body, through its Committee on Technical Cooperation, for evaluating the ILO's technical cooperation programme over the next half decade. He also expressed his appreciation for the contribution of the other groups and thanked the Chairman, the Reporter, the secretariat and the interpreters for their indefatigable efforts.

96. The report of the Committee as well as the resolution and the conclusions, as adopted by the Committee, are submitted to the Conference for consideration.

Geneva, 18 June 1993.

(Signed) José Luis Ilabaca,
Chairman.

Elsa Da Costa-Geveke,
Reporter.

RESOLUTION CONCERNING THE ROLE OF THE ILO IN TECHNICAL COOPERATION

The General Conference of the International Labour Organization, meeting at its 80th Session (1993),

Having undertaken a thorough review of ILO operational activities on the basis of Report VI entitled "The role of the ILO in technical cooperation",

Bearing in mind the resolution concerning the role of the ILO in technical cooperation adopted at its 73rd (1987) Session; the resolution concerning the role of enterprises in employment growth and the creation of full, productive and freely chosen employment, adopted at its 79th (1992) Session; the resolution concerning rural employment promotion adopted at its 75th (1988) Session; the resolution concerning environment, development, employment and the role of the ILO, adopted at its 77th (1990) Session; and the resolution concerning adjustment and human resources development, adopted at its 79th (1992) Session,

Having regard to the resolution concerning self-employment promotion adopted at its 77th (1990) Session; the resolution concerning structural adjustment, industrial relations and economic and social development, adopted at its 78th (1991) Session; and the resolution concerning ILO action for women workers adopted at its 78th (1991) Session,

Recalling resolutions 44/211 and 47/199 of the United Nations General Assembly concerning operational activities for development of the United Nations system, adopted in 1989 and 1992 respectively, its resolution 45/199 proclaiming the Fourth United Nations Development Decade, as well as recent decisions of the UNDP Governing Council on programme approach, national execution, and the new support cost arrangements, Recalling the plan of action adopted at the Second United Nations Conference on Least Developed Countries in 1990,

Recalling Agenda 21 adopted at the United Nations Conference on Environment and Development in 1992,

Recalling Consultation (Industrial and National Levels) Recommendation (No. 113) adopted at its 44th (1960) Session and Employment Policy Convention (No. 122) adopted at its 48th (1964) Session,

Reaffirming that the tripartite structure is the unique strength of the ILO, enabling it to associate workers' and employers' organizations along with governments, in a genuine active partnership process which, in turn, broadens and enriches the operational activities carried out by the Organization,

Reaffirming the relevancy of the document, noted by the 252nd (March 1992) Session of the ILO Governing Body concerning international labour standards and technical cooperation;

Adopts the following conclusions and invites the Governing Body of the International Labour Office to request the Director-General to give due consideration to them in the formulation, implementation and evaluation of the technical cooperation programme.

CONCLUSIONS CONCERNING THE ROLE OF THE ILO IN TECHNICAL COOPERATION

Introduction

1. Technical cooperation should remain a major means of action for the attainment of the objectives of the ILO, complementing other means of action, in accordance with its mandate defined in the Constitution, and in the Declaration of Philadelphia.

2. Technical cooperation should be implemented in accordance with the objectives of the ILO and the needs and priorities of the recipient countries and should be confined to the fields central to the ILO's competence, making full use of its comparative advantage and tripartite structure. The programme should furthermore focus on the strengthening of national capacities of developing countries in the fields of ILO competence to help them attain the goal of self-reliance.

3. Priorities for country-specific ILO technical cooperation activities should be identified at the country-level by relevant government agencies in close consultations with the most representative employers' and workers' organizations and the Office and other donors responsible for substantial programmes of technical cooperation in the country, as appropriate.

4. In view of the increasingly competitive development environment in which the Organization has to operate, every possible measure should be taken to strengthen its unique expertise obtained from its tripartite structure. This is to be achieved through the allocation of resources to the agreed priorities through the programme and budget process and the adoption of appropriate personnel policies supported by a need-based training programme which includes promotion of understanding of the concerns of the social partners.

5. ILO technical cooperation should be an integral part of the operational activities for development, and as such should be carried out in

full coordination with the various programmes and agencies in the UN system in order to avoid unnecessary overlap and duplication, and bearing in mind the ILO's own distinct objectives and tripartite structure. Particular attention should be given to General Assembly resolutions 44/211 and 47/199, previously cited.

6. The Governing Body should intensify its efforts to monitor, review and evaluate the technical cooperation programme, particularly through its new Committee on Technical Cooperation. This process should include evaluation of the overall programme and specific findings with respect to key programme areas. Programme evaluation should be based on rigourous methodology approved by the Governing Body through its appropriate committee. It would be desirable for the International Labour Conference to undertake a comprehensive review of the programme at regular intervals, at least every five years.

Objectives and priorities

(a) Substantive priorities

7. In the 1990s the ILO technical cooperation programme should focus on three major areas, namely, support for democratization, poverty alleviation which, inter alia, includes employment creation, and the protection of workers. They can be summarized as follows:

(a) The promotion of democratic and representative institutions based on a sound and equitable legal framework, consistent with the relevant international labour standards, should be in the forefront of ILO concerns.

(b) Full, productive and freely chosen employment is the most effective means of fighting poverty. Future technical cooperation activities should aim especially at helping ILO constituents to contribute to the formulation of economic policies which increase employment, ensure sustainable development and promote economic growth.

(c) Human resources development and training for employment continue to be priority concerns. ILO assistance should increasingly concentrate on strengthening national capacity to formulate a training policy closely linked to labour market analysis as well as on encouraging private-sector training, including training in entrepreneurship and enterprise development and promoting greater flexibility in public training systems. In this regard account should be taken of the Conclusions appended to the Resolution concerning adjustment and human resources development, adopted by the Conference at its 79th (1992) Session.

(d) In the field of social protection, particular attention should be paid to the development, reform, and wherever possible the extension of social security schemes, health care and social safety nets. Greater emphasis should be placed on improving working conditions, in particular for workers in hazardous occupations.

(e) Special attention should be given to the most vulnerable groups, emphasizing support for the development of employers' and workers' organizations, to enable their effective participation in the process of development.

(f) The elimination of child labour should be pursued through a comprehensive approach based on the relevant ILO standards, tripartism, multidisciplinarity, and gender specificity. The abolition of forced labour and the protection of migrant workers and disadvantaged groups should be pursued vigorously.

(g) ILO assistance for the development of all major components of national labour administration systems, inter alia, by tripartite labour inspection evaluation missions should continue to be made available.

8. The promotion of gender equality in all development activities should be a basic concern of the ILO's technical cooperation programme. The application of gender-specific performance indicators should be integrated throughout the ILO's technical cooperation programme. It is essential, taking previous experiences into account, to ensure the full participation of women in the planning, design, implementation and evaluation of ILO development programmes and projects and to incorporate gender-specific criteria at all stages of the programme and project cycles. In the implementation of the programmes, particular attention should be paid to the ILO plan of action on equality of opportunity and treatment of men and women in employment, the resolution concerning ILO action for women workers adopted at the 78th (1991) Session of the International Labour Conference and the series of ILO Conventions and Recommendations designed to combat discrimination based on gender.

(b) Major modalities

9. In order to make the most effective use of the limited resources at its disposal the ILO should focus its technical cooperation programme on a selected number of priorities central to its mandate in accordance with the specific needs of the constituents in the recipient countries and thus ensuring that the Organization does fewer things better.

10. ILO technical cooperation should help the member States to achieve progress towards the ratification of ILO conventions and towards better application of international labour standards.

11. A renewed effort should be made to promote tripartism. Priority should be given to providing assistance to strengthen labour ministries and employers' and workers' organizations.

12. The ILO should do everything possible within its mandate to consolidate efforts geared to promoting viable and sustainable economic and social development of the least developed countries taking account of the programme of action adopted at the Second United Nations Conference on Least Developed Countries in 1990.

13. The ILO, in accordance with its mandate, should actively contribute to the implementation of Agenda 21 adopted in 1992 at the United Nations Conference on Environment and Development. Particular attention should be paid to the relevant recommendations of the ILO Tripartite Advisory Meeting on Environment and the World of Work held in November 1992. Concern for environmental aspects and impact should be integrated in all technical cooperation. Operational guidelines should be prepared to ascertain that environmental concerns are integrated at all stages of the programme and project cycles.

Synergy between international labour standards and technical cooperation

14. Technical cooperation should not been seen as separate from other means of action, especially standard-setting and research. They should complement and reinforce each other in pursuing the ILO's objectives, thus contributing to development. ILO standards should thus be used as guiding principles for ILO technical cooperation activities.

15. Sensitization activities on the close complementarity between ILO standards and technical cooperation should be increasingly directed beyond the ILO and aim at funds, programmes and agencies in the United Nations system both at the central and country levels, multi-bilateral donors, international and regional financial institutions, in particular the International Monetary Fund and the World Bank, ILO constituents, government officials and parliamentarians.

16. Within the ILO, the complementarity between ILO standard setting and technical cooperation needs to be implemented in order to promote economic and social progress through the ratification and effective application of international labour standards, in the spirit of positive and constructive responses to be given to the ILO's constituents, in accordance with the guidelines noted by the Governing Body at its 252nd Session (March 1992).

17. Greater use should be made of the ILO regular budget and other funds available for technical cooperation to promote such links between standards and technical cooperation.

Promotion of tripartism and social dialogue

18. In order to increase and sustain the democratization process in a growing number of countries, close consultations with employers' and workers' organizations on economic and social policy options are necessary. Given this trend, the ILO must be able to provide advisory services and training as requested, enabling these organizations to strengthen their capacity to collect and analyze information, effectively participate in social dialogue, and to assume their new responsibilities under national execution.

19. Every possible measure should be taken to ensure that the social partners participate in the planning, implementation and evaluation of various activities under the ILO technical cooperation programme. As appropriate, special efforts should be made to sensitize constituents to the concept and application of a tripartite approach.

20. Consultations with the UNDP should continue to strongly emphasize tripartite participation in UNDP-funded technical cooperation activities in the fields of ILO competence. In this regard, urgent and ongoing actions are required by both the ILO and the UNDP.

21. Multilateral and multi-bilateral donors should be encouraged to increase their contributions to programmes directly benefiting workers' and employers' organizations in the recipient countries.

22. Special efforts should be made by the Office to encourage member States to ratify and implement the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and apply the Tripartite Consultation (Activities of the International Labour Organization) Recommendation, 1976 (No. 152).

Key management issues

23. Given, on the one hand, the many priorities indicated in these Conclusions and, on the other, the anticipated decline in funding and the clearly expressed need for the ILO to remain within its mandate to make use of its comparative advantage and to do fewer things better, it is important to further develop a coherent ILO strategy for technical cooperation. Such a strategy should indicate clear priorities, feasible instruments for their attainment and a realistic timeframe. This will permit clear criteria for the monitoring of progress by the Governing Body and the Conference and also ensure optimal use of scarce technical cooperation resources to achieve maximum impact. Accordingly, such a strategy document should be presented to the Technical Cooperation Committee of the Governing Body as soon as possible, taking due account of the following key management issues.

(a) Funding

24. The ILO should continue to make every effort to ensure a steady and sufficient flow of resources for its programme, bearing in mind changing priorities and approaches. Consideration should be given to the best use of the UNDP Technical Support Services at the Programme Level (TSS1) facility both as a catalyst and a complement to research and policy advisory work under the ILO's regular budget. An appropriate amount of funds should be earmarked for RBTC which should continue to play a key role in the ILO technical cooperation programme. Priority attention should be given to those ILO activities central to the core mandate which do not attract sufficient extra-budgetary funds.

25. As the application of the national execution/implementation modality progresses, the level of resources made available by UNDP for ILO execution/implementation is expected to decline. The impact of this resource decline on the technical cooperation programme should be kept under constant review by the Governing Body with regular reports being presented to it for consideration and appropriate action.

26. Efforts should be made to establish and intensify collaboration with new multi-bilateral donors and with the European Community, and generally to make the ILO's technical cooperation programme better understood and valued in donor and recipient countries alike. Special emphasis should be given to promoting the comparative advantage of the ILO as a channel for multilateral programmes, particularly with respect to its potential to ensure cohesion, complementarity, effective monitoring and evaluation mechanisms.

27. In contrast to stagnation and potential decline in official development aid flows, a greater amount of resources are being transferred to developing countries from international and regional financial institutions and, recently, through private sector flows. These trends are increasingly influencing economic and social development issues in developing countries. Taking these developments into account, the Office should strengthen its dialogue with the financial development institutions in close collaboration with the Organization's tripartite constituents and pursue an active involvement in all relevant aspects and at appropriate levels of their operations, in order to promote the full incorporation of social objectives in the policies and operations of these institutions and to secure funding from these institutions for the ILO's involvement in those elements of their programmes of technical cooperation in which the ILO can offer a comparative advantage.

28. The concept of partnership should be extended to donors financing the ILO's technical cooperation activities by (a) the continuance and

expansion of member States seconding expertise at no cost to the ILO technical cooperation activities; (b) workers' and employers' organizations in developed countries making expertise and resources available for ILO programmes in respect of their counterparts in developing countries; and (c) fuller commitment to make expertise and resources available for technical cooperation among developing countries (TCDC) and countries in transition.

(b) Coordination

29. As a part of the United Nations system, and with its long experience in training, the ILO should fully support and contribute to the renewed system-wide efforts to strengthen national capacities of recipient countries and to enhance the coherence and impact of the operational activities of the system as a whole at the country level taking into account national development objectives.

30. In the pursuance of the new modalities such as national execution, programme approach, and greater emphasis on policy and programme-level advisory services, it is important to take full account of the capacities and needs of the recipient countries. An effective ILO technical cooperation programme should be conceived and implemented at the country level as a blend of policy-oriented research, policy advisory services and the execution/ implementation of projects.

31. Care should be taken to ensure that the ILO's principles and concerns are fully reflected in an integrated UN response at the country level in accordance with the country objectives to be jointly identified with ILO tripartite constituents. Programmes must be coordinated carefully with other programmes delivered by the United Nations system. There must also be careful coordination with other multilateral and bilateral donor organizations involved in similar fields of technical cooperation within each recipient country.

32. The ILO should actively participate in the planned evaluation of the new UNDP support cost arrangements and keep the Governing Body fully informed of the outcome.

(c) Programme implementation and evaluation

33. There is a continuing need for enhancing the relevance, cost-effectiveness and impact of technical cooperation, consistent with General Assembly resolutions 44/211 and 47/199. In this regard renewed efforts should be made to strengthen the functions of planning, monitoring and evaluation of all ILO technical cooperation activities both at headquarters and in the field, irrespective of their source of financing, within the framework of the active partnership policy.

34. The ILO should gradually devolve project execution and implementation to the recipient countries themselves as and when they are prepared to assume such responsibility, while shifting focus to policy and programme level advisory services. In this process, the national capacity of the recipient country should be carefully assessed, in consultation with its social partners and with the funding agency as appropriate.

35. Particular attention should be given to monitoring the degree to which women are represented as beneficiaries within the ILO's technical cooperation work, both through programmes specifically directed towards them and through their participation in general programmes. This question should be the subject for ongoing consideration by the Governing Body Committee on Technical Cooperation to ensure that women are represented as fully as

possible in all aspects of technical cooperation. ILO technical cooperation should be carried out in such a way as to promote the elimination of adverse discrimination.

36. Quality control of the design and formulation of technical cooperation programmes and projects should remain a major concern. However, good design is a necessary but not sufficient condition for the success of technical cooperation activities. Therefore, the ILO should pay closer attention, in cooperation with its partners, to developing adequate mechanisms for the identification and planning of programmes and projects at the country level and for the effective monitoring of their implementation.

37. Considerable experience has been gained from past technical cooperation activities, hence, there is a need for wide dissemination, both inside and outside the Organization, of lessons learned and for ensuring that these lessons are taken into account when planning and implementing future activities. The ILO's unique position as an integrator of tripartite perspectives and experience should be stressed.

38. The combination of self-evaluation and independent evaluations is considered a valid approach. Self-evaluation benefits from the technical knowledge and experience of those directly responsible for implementation, allows for increased accountability and facilitates feedback. Independent evaluations which utilize outside specialists from the relevant ILO constituents, add objectivity and credibility to the overall evaluation and serve to make technical cooperation activities more transparent and comparable.

39. The long-term impact and the sustainability of technical cooperation activities should be pursued more systematically by undertaking comprehensive ex-post evaluations. The results of such evaluations could then contribute to ensure a more effective use of future aid resources.

40. In order to effectively respond to constantly evolving needs of recipient countries, a careful examination has to be made to select and assign the most appropriate expertise, bearing in mind that there is a growing need for increased use of national and regional experts for short-term assignments as a means of strengthening local participation aimed at achieving cost-effectiveness and sustainability.

41. ILO activities for the procurement of equipment and the subcontracting of services should be carried out in support of its substantive technical cooperation operations, aiming at providing the most appropriate type and quality of equipment and services at the lowest possible cost in accordance with established competitive procedures including also advice to constituents on market trends and technology, seeking to increase procurement from developing and underutilized donor countries and training assistance.

42. The ILO International Training Centre in Turin should continue to act as a key training instrument covering, among others, project-related training complementary to the technical services provided by other ILO programmes. It should also contribute to the design and implementation of various training activities within the United Nations system with particular emphasis on the ILO's core mandate, and strengthening the management capacity of recipient governments and the social partners for technical cooperation and on fostering effective coordination and teamwork within the UN system itself. The Centre should also be fully utilized in various stages in the implementation of the active partnership policy.

43. In its efforts to promote technical cooperation among developing countries (TCDC), the ILO should focus on providing technical advisory services through regional, subregional, interregional and global exchanges.

It should also encourage them to make greater effort to mobilize the necessary resources for self-reliance and equality.

Active partnership policy

44. An active and meaningful partnership between the ILO's constituents, on a tripartite basis, and the Office, in particular at the field level, should be established for the purpose of formulating technical cooperation programmes as part of an integrated programme covering all areas of action of the ILO for the benefit of member States.

45. The various elements of the active partnership policy including the formulation of country objectives and the deployment of multidisciplinary teams should be vigorously implemented and carefully monitored.

46. The proposed country objectives will provide a framework for the ILO's operations in a given country. In formulating objectives, full consultations should be undertaken with the tripartite constituents to ensure that their priorities and concerns are fully integrated in the objectives so identified. This would be without prejudice to the policy of the ILO to assist the social partners directly. The country objectives should contribute effectively to, and take account of national development plans and priorities and be coordinated with the country strategy supported by the international development partners. In drawing up the country objectives particular care should be taken to ensure that the authorities in the country concerned are fully committed to taking forward and where appropriate implementing the conclusions of any projects designed to offer advice on policy or planning.

47. The ILO should increasingly concentrate on the provision of policy advice and assistance for the development of local capacities for the planning, monitoring and evaluation of technical cooperation activities. In this connection the ILO needs to concentrate more on policy-oriented and evaluation research, and the results achieved through technical cooperation, in addition to methodological and conceptual research. ILO research and studies should increasingly be judged a success in terms of their relevance to policy application. Emphasis needs to be placed both on country-specific studies carried out at the regional level and on comparative research and analysis going beyond the geographical boundaries of MDTs, to be performed by headquarters.

48. The growing complexity of social and economic issues demands a multidisciplinary approach to the provision of policy advice and other technical services and the integration of specific disciplines in a practical approach to development needs. The ILO has already taken various measures to promote and apply a multidisciplinary approach including the implementation of interdepartmental projects, the establishment of multidisciplinary teams and conceptual work being undertaken. This effort should be continued and intensified. The ILO should develop its conceptual framework and specific analytical tools to enable the effective application of multidisciplinarity.

49. Under the authority of the regional director, ILO offices should have responsibility for the identification of needs, in close consultation with the tripartite constituency, and for the management of ILO activities in the countries or subregions they cover, with the technical support of the multidisciplinary teams, and with appropriate support and overall guidance from headquarters.

50. The multidisciplinary teams should have clearly defined and structured objectives, and work plans which would permit evaluation of

progress within a given time-frame. To ensure their most effective functioning, special attention needs to be given to team composition, coordination and management as well as training. The location and the composition of the multidisciplinary teams should be kept under constant review by the Governing Body so that they may effectively respond to the changing needs of the countries and regions. Special attention should be given by the Governing Body to ensuring that MDTs do include skills required to deal with particular issues such as child labour, social security issues and the transition to market economies.

51. The MDTs should be actively supported by the technical departments, interacting with headquarters staff, other MDTs and other organizations within the United Nations system. As a consequence of the tripartite structure of the ILO, the employers' and workers' specialists within each MDT should, while working closely with other members of the team, report to their respective headquarters' bureau. Maximum collaboration with and use of local expertise and institutions should be promoted and periodically monitored by the Governing Body Committee on Technical Cooperation.

52. The progress in the implementation of the active partnership policy should be periodically reported to the Governing Body and included in overall evaluation of achievements and impact by the International Labour Conference, at least every five years.

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Provisional Record
Eightieth Session, Geneva, 1993

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Third Item on the Agenda: Information and Reports on the Application of Conventions and Recommendations

Report of the Committee on the Application of Standards

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Report of the Committee on the Application of Standards

PART ONE

GENERAL REPORT

A. Introduction

1. In accordance with article 7 of its Standing Orders, the Conference set up a Committee to consider and report on item III on its agenda: "Information and reports on the application of Conventions and Recommendations". The Committee was composed of 213 members (109 Government members, 22 Employers' members and 81 Workers' members). It also included 33 Government deputy members, 14 Employers' deputy members and 68 Workers' deputy members. In addition, one Government was represented by an observer.[1]

2. The Committee elected its Officers as follows:

Chairman: Mr. S. Pérez del Castillo (Government member, Uruguay);

Vice-Chairmen: Mr. A. Wisskirchen (Employers' member, Germany); and Mr. W. Peirens (Workers' member, Belgium);

Reporter: Ms. K. Wiklund (Government member, Sweden).

3. The Committee held 19 sittings.

4. In accordance with its terms of reference, the Committee considered the following: (i) information supplied under article 19 of the Constitution on the submission to the competent authorities of Conventions and Recommendations adopted by the Conference; (ii) reports supplied under articles 22 and 35 of the Constitution on the application of ratified Conventions; and (iii) reports requested by the Governing Body under article 19 of the Constitution on the Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981.[2]

5. As usual, the Committee began its work with a discussion of general aspects of the application of Conventions (particularly ratified Conventions) and Recommendations and the discharge by member States of standards-related obligations under the ILO Constitution. It then discussed the General Survey made by the Committee of Experts on the Application of Conventions and Recommendations, on workers with family responsibilities. Finally, it considered various individual cases relating to the application of ratified Conventions or compliance with the obligations to supply reports and to submit Conventions and Recommendations to the competent national authorities. The examination of those cases, which is the essential work of the Committee, was based principally on the observations contained in the report of the Committee of Experts and on the oral and written explanations provided by the governments concerned. The Committee also referred to its discussions in previous years, comments received from employers' or workers' organizations and, where appropriate, the reports of other ILO supervisory bodies. In view of the short time available, the Committee followed its usual practice of making a selection among the Committee of Experts' observations and consequently discussed a limited number of cases. The necessity of making this selection in no way affects the conclusion of the Committee of Experts in other cases that, in view of the problems encountered, it would be appropriate to ask the governments concerned to supply information to the present session of the Conference. The Committee trusts that those governments will pay close attention to the requests of the Committee of Experts. A summary of the information supplied by governments, the discussions in the present Committee and any conclusions it has drawn is set out in Part Two of this report.

6. The Committee decided to maintain its usual practice of adopting formal minutes of its general discussion as well as the discussions of individual cases. Those minutes constitute a detailed record of the views of members of the Committee which it is not the purpose of this report to duplicate.

7. The Committee was very pleased to welcome as an observer during the general discussion the Chairman of the Committee of Experts on the Application of Conventions and Recommendations, Dr. J. M. Ruda. This was the first time ever that the Committee of Experts had had the opportunity to be formally represented in the Conference Committee, and it marked a new stage in the intensification of the dialogue and cooperation between these two essential parts of the ILO's supervisory system. The Committee again expresses its wish that the Director-General should invite the Chairman of the Committee of Experts to be present as an observer at its general discussion next year.

8. Dr. Ruda, on behalf of the Committee of Experts, expressed his gratitude for the invitation to be present in the Committee's general discussion. He was impressed by the emphasis placed in the Com-

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[1] For changes in the composition of the Committee, see the reports of the Selection Committee, *Provisional Record*, Nos. 5A to 5J.

[2] Report III (Parts 1 to 3) to the International Labour Conference: Summary of Reports (articles 19, 22 and 35 of the Constitution); Report III (Part 4A): Report of the Committee of Experts on the Application of Conventions and Recommendations; Report III (Part 4B): Workers with family responsibilities.

mittee on dialogue, showing belief in the power of persuasion as a means of achieving results: it seemed that the differences of opinion led to a search for consensus rather than confrontation. The present Committee, like the Committee of Experts, took time to reflect on how difficulties in conscientiously applying international labour standards might be resolved. Mr. Ruda was impressed too by the amicable atmosphere in which the Committee's deliberations took place: unpoliticized discussion in this way facilitated an objective appreciation of the Committee of Experts' own observations. Criticisms – which he had found to be constructive – would be transmitted to his colleagues. The Committee of Experts was an old and experienced organ of the ILO, which endeavoured to improve and adapt to change, while preserving intact its independence, objectivity and impartiality. Mr. Ruda recalled that the ILO supervisory system, of which the Committee of Experts is part, with its aim of achieving the due and complete implementation of international labour standards, remains the most effective in any international organization. The real conditions in which legislation is applied are always more complex than and cannot be fully anticipated by the legal standard itself. The present Committee and the Committee of Experts must each accomplish their complementary missions, in aid of the ILO's ultimate goal: social justice.

B. General questions relating to international labour standards

I. Supervisory system

(i) Roles of the supervisory bodies

9. The Committee noted with satisfaction the Committee of Experts' positive response to the invitation to be represented during the present Committee's general discussion. The relationship between the two bodies continues to strengthen on a well-established basis: the Committee of Experts' high-quality report is prepared on the principles of independence, objectivity and impartiality and is an essential starting-point for the work of the present Committee. The Committee believes that the effectiveness of the supervisory system depends on constructive dialogue between the two bodies.

10. The Employers' member of the United States recalled that the Committee of Experts had originally been set up to advise the present Committee as to the facts, since the Conference Committee was otherwise unable to complete its work in the time available. The Committee of Experts' role was to provide assistance to the Conference Committee by determining whether there was compliance with ratified Conventions, so that this Committee and the Conference could ultimately decide on their own attitude and what action they might take or recommend. He stressed the importance of cooperation between the two Committees, which each made different contributions, in particular, to the interpretation of Conventions. It was essential to the credibility of the supervisory system that the Committee of Experts should take account of the discussions held in the present Committee and respond to the questions raised, particularly in cases. The success of the supervisory system was a remarkable achievement and attempts to improve it were intended to be constructive.

11. The Workers' members emphasized the complementarity of the two bodies, and the indispensable demarcation of the functions and attributions of the two Committees. In its composition and working methods, the Committee of Experts guarantees the objective and impartial evaluation of the national situation with regard to standards. The Conference Committee gives the supervisory system vitality because of its experience and the evidence brought by employers' and workers' organizations. The Workers' members considered that respect for the respective functions and composition of the Committee of Experts and the Conference Committee are indispensable in guaranteeing the overall effectiveness of the supervisory system. The Workers' members welcomed the fact that the Committee of Experts in its choice of cases and subjects takes account of practical concerns and priorities. In this spirit, the Committee of Experts gives special attention to the observance of standards in export zones and cases which have provoked detailed discussion at the Conference. However, the Workers' member of the Netherlands considered there was sometimes a lack of continuity and responsiveness on the part of the Committee of Experts in certain cases where it has failed to formulate observations which the Workers' group would have wished to discuss in the Committee. During the Cold War, when the supervisory machinery had been under attack by the Soviet Union, the Workers' and Employers' groups in the Conference Committee had been united in wholeheartedly supporting the Committee of Experts, and the Conference Committee's concerted action had thus averted the threat to the supervisory system. However, by the end of the 1980s, the Employers in particular had begun to question the validity of certain conclusions of the Committee of Experts: this had led in turn to the Committee of Experts explaining their position as regards the question of interpretation in paragraphs 6 and 7 of their 1990 report, and now the Employers and Workers found themselves expressing opposite points of view. This jeopardized the integrity of the supervisory system far more than the Soviet threat and could lead to a breakdown of the normal functioning of the Conference Committee: time was uselessly consumed by the question of the Committee of Experts' authority in relation particularly to the question of interpretation of the right to strike, and there was a real danger that the Employers' arguments would precipitate further contentions by governments seeking a way out of their difficulties. The Workers' members observed that the Conference Committee had over the years unanimously acclaimed the fundamental principles of objectivity, impartiality and independence on which the Committee of Experts assessed individual States' compliance with ratified Conventions. Contesting the role of the Committee of Experts and the supervisory system was a wrong way of dealing with legitimate differences of view, and the efficient operation of the Committee would be seriously impaired by any failure of harmony and cooperation between Employers and Workers.

12. The Employers' members stated that they understood but did not share the concern of the Workers' members that the image of the Committee

of Experts might be in danger. Although they did not question the competence of the Committee of Experts within the framework of the supervisory system, they did not agree with all results of its work, and that they did openly and clearly. Repeatedly, the Workers' members had stated with respect to the question of who was allowed to give binding interpretations: "We share the Experts' opinion in this matter". If the Employers were correct they had to answer: "Then we all share the same opinion". For in 1991 the Committee of Experts had said in paragraph 11 of their report that it had "never regarded its views as binding decisions". With respect to the relation between the various supervisory bodies, the Committee of Experts stated in paragraph 12 "that its evaluations do not prevail *erga omnes*". The opinion which had been expressed by the Experts since 1991 and which had not since been changed was in line with the ILO Constitution, and with the historical development of the Committee of Experts and the Conference Committee. The Employers had repeatedly indicated this. However, in the practice of the Conference Committee, there were deviations from the evaluations of the Experts. The Employers thought that this happened more often from the Workers' than from their own side.

13. The Workers' members of the Netherlands and the United States also noted that the Committee of Experts' qualities of objectivity, impartiality and independence are complemented rather than duplicated by the present Committee, whose role it is to bring the Experts' analyses to life through its discussions. The Workers' member of Germany urged the Committee of Experts not to show any weakness by yielding to possible pressure from certain employers and governments.

14. The Government member of Cuba considered that the present Committee should not impede the Committee of Experts or obstruct it from carrying out its independent, impartial and objective tasks.

15. Several Government members (Australia, Netherlands, United States) expressly reaffirmed their support for the supervisory machinery. The Government member of the United States considered that the Committee of Experts' report was based on sound objective and impartial legal analysis, which endowed the present Committee with greater authority and was in turn itself reinforced by the weight of the tripartite Conference. In her view, it was the Committee of Experts' international reputation for solid legal and technical work which had increased its independence over many years when its views had met with virtually no objections in this Committee. While it was true that the Committee of Experts' findings were not legally binding, and that there was a measure of interpretation in the functions of both Committees, the present Committee need not be too concerned with interpretation issues, when it is ongoing dialogue between the two Committees which is the key.

16. The Government member of Saudi Arabia (speaking also on behalf of the Government members of Bahrain, Kuwait, Qatar, United Arab Emirates) raised the question whether there was sufficient expertise in Islamic law in the Committee of Experts and the Standards Department. A Workers' member of Poland welcomed the appointment of a new female member to the Committee of Experts and hoped that male dominance of that body would be further reduced. The Committee was reminded by the representative of the Secretary-General that, in addition to Ms. Letowska of Poland, the Committee of Experts includes Ms. Al-Awadhi, an experienced jurist, of Kuwait; further, one post in the Standards Department would shortly be occupied by a native Arabic speaker, while another of regional adviser on standards for Arab countries would also be filled in July 1993.

17. The Workers' member of Japan suggested that, in order to safeguard its objectivity and impartiality, the Committee of Experts should, when examining individual cases, ensure that an Expert from the country in question would refrain from participating, so as to avoid undue outside pressure on the Expert.

(ii) Interpretation of Conventions

18. The Committee noted that an Office document (GB.256/SC/2/2) had been submitted to the Governing Body Committee on Standing Orders and the Application of Conventions and Recommendations at its May 1993 Session, concerning article 37, paragraph 2, of the Constitution and the interpretation of international labour Conventions, and that that Committee would continue its examination of the matter at a future session. Article 37 (2) empowers the Governing Body to "make and submit to the Conference for approval rules providing for the appointment of a tribunal for the expeditious determination of any dispute or question relating to the interpretation of a Convention".

19. The Employers' members stated that the document had been called for in discussions held in the Conference Committee in recent years, and they found it interesting and in many respects well-researched. Further consideration should be given in due course to whether a tribunal should be established under the Constitution, as to which the Employers reserved their judgement. The document showed that every supervisory body examining whether a State was fulfilling its obligations under a Convention had to undertake the task of interpretation, although only one – the International Court of Justice – could do so with binding authority. The fact that the Conference Committee might be considered a "political" body did not mean that it does not find its rightful place in the interpretation of Conventions, as paragraphs 19 and 20 of the document indicated, according to article 7 of the Conference Standing Orders. The Employers' members recalled that the Committee of Experts did not regard its interpretations as establishing *res judicata* or decisions binding *erga omnes*.

20. As regards the principles and methods of interpretation, the Employers' members noted that the document referred to the 1969 Vienna Convention on the Law of Treaties, as they themselves and the Committee of Experts had done in the past. Under Article 32 of the Vienna Convention it was clear that recourse should be had to preparatory work only as a supplementary means of interpretation in order to confirm an interpretation made under Article 31 or to correct an ambiguous or absurd result. Paragraphs 43 to 48 of the document were also unclear in that it was unrealistic to distinguish between diplomatic and

tripartite conferences as bodies in which international treaties are elaborated: the decisive factor was that it is in international law States which have to fulfil obligations and to decide whether to incur them. Nor did Article 5 of the Vienna Convention help, as the ILO does not have its own rules on interpretation. Sometimes it was suggested or openly maintained that the Employers had formerly said something different. However, there was no contradiction of today's statements. The same had already been said in 1983 in the Employers' spokesman's comments regarding Conventions Nos. 87 and 96 under article 19. Further continuity could be found in the protocol of the 121st Session of the Governing Body from 3 to 6 March 1953. More than 40 years ago the then Employers' spokesman, Pierre Waline, had clearly rejected the deduction of a detailed right to strike from Conventions Nos. 87 and 98.

21. The Employers' member of the United States remarked that disagreements over the method and substance of interpretations arose in only a small proportion of the vast number of comments made over the years by the Committee of Experts. The report of the Conference Committee that had led to the creation of the Committee of Experts stated that it would have no judicial capacity or competence to give interpretations of Conventions. Whilst the work of the Committee of Experts was clearly of the utmost importance to the work of the present Committee, it could not be presumed that this Committee would automatically accept Committee of Experts' interpretations, which had to be discussed sometimes over a period of time. Developing the indication in paragraph 22 of the document, he considered that parties who had drafted standards were in the best position to determine their meaning: this could not lead to "clandestine modification of meaning", as the Conference Committee meets in public. The Committee of Experts should highlight and explain any new interpretations in the general part of its reports in its observations on cases, and in general surveys, so that they are more readily evident to everyone. Otherwise, States may ratify Conventions with no notice or indication from the wording or legislative history of detailed interpretations subsequently made and tending in some instances towards "optimal" labour standards. Too detailed interpretation was another factor discouraging ratification.

22. The Workers' members reaffirmed their attachment to the interpretation of Conventions by an impartial organ such as the Committee of Experts or the International Court of Justice: they agreed with the Experts that, as long as the opinions of the former are not contradicted by the latter, they are valid and to be accepted. It was against the ground rules of the supervisory system for a government to criticize the conclusions of the Committee of Experts without having recourse to the Court. The procedures would be prolonged to the detriment also of constructive tripartite dialogue in the present Committee. A better solution was to reinforce the present supervisory bodies.

23. The Workers' members found the Employers' arguments as to the Vienna Convention political and legally unconvincing. Article 31 (3) (b) of the Convention meant that account should be taken of interpretations and viewpoints expressed by the competent organs of the Organization (viz. the Committee of Experts and the Committee on Freedom of Association); Article 5 preserves the specificity of UN specialized agencies such as the tripartite ILO. The Workers' members as a whole associated themselves with the analysis made by a Workers' member of Poland, that Article 5 of the Vienna Convention guarantees the autonomy of rules and working methods of the ILO, and that the ordinary meaning of the terms of a Convention concerning human rights (such as Convention No. 87) must be found in their context and in the light of the object and purpose of the Convention. Human rights Conventions must necessarily be interpreted progressively as living instruments.

24. The Committee entertained a wide-ranging exchange of views but reached no conclusion as to the advisability of setting up an article 37 (2) tribunal. The Workers' members, as regards possible application of article 37 (2), and the creation of a tribunal to resolve any question or overcome any difficulty in the interpretation of a Convention, consider such a step could question the credibility and authority of the Committee of Experts. Several members (e.g. the Government members of France, Nigeria, Spain, Syrian Arab Republic) expressed varying degrees of support for a tribunal which would speedily resolve disagreements on interpretation and take account of the ILO's characteristics. The Workers' member of Norway (speaking also on behalf of the Workers' members of Denmark, Finland, Iceland and Sweden) compared article 37 (2) to similar provisions in the constitutions of other international organizations. Several other members (e.g. the Government members of Australia, Switzerland, United States) questioned the need for a tribunal, given the existing supervisory system, at least, in the view of the United States Government, until there was certainty that there would be no negative impact on the authority, credibility or effectiveness of those bodies. The Committee agreed that the matter required further study.

25. The representative of the Secretary-General assured the Committee its views would be brought to the attention of the Governing Body when it examined the document further, and the Committee would be informed of developments.

(iii) Reporting obligations

26. Following its discussions of governments' difficulties in meeting reporting obligations in recent years, the Committee was informed by the representative of the Secretary-General of preliminary consideration given by the Office to the possible rearrangement of the procedure for requesting reports, with the aim of maintaining and if possible improving the quality of the supervisory system, concentrating on cases of serious problems of application, and reducing the workload on national administrative authorities.

27. The Employers' members agreed with the approach taken by the Office in its internal working document. They recalled their concern that, alongside the increase in absolute terms in the numbers of reports due, following the accession to membership of the ILO of new States and the consequent new

ratifications, the proportion of reports received continued to fall: this led to unequal treatment as between governments which meet their obligations and those which do not. The increasing numbers of reports posed a problem for the Office, the Committee of Experts and the Conference Committee.

28. The Workers' members stressed that no reform of the supervisory system must be allowed to weaken the application of Conventions in law and practice. The regular supervisory system should be maintained for all the Conventions classified by the Governing Body in 1987 as basic human rights ones, plus those on labour inspection, employment policy and tripartite consultation: reports on these should be requested automatically, in order to avoid discrimination between States, whilst cases of serious difficulty – including in respect of Conventions not regarded as basic human rights ones – should be dealt with outside the normal cycle as they are now and on the initiative of the present Committee. The Workers' members also reminded the Committee that governments' reports often do not give full information, which impedes an effective appreciation of the situation.

29. In a further exchange of views, membe[illegible] the Committee generally expressed support for the efforts being made to improve the reporting system, agreeing with the view that the changes must nevertheless not lead to weakening of the system. On the Workers' side, several speakers expressed particular caution and concern that prolongation of the reporting period should not lead to lowering of the standards being applied; one called on governments to make greater efforts to comply with their constitutional obligations. The Government member of the United States hoped eventual reforms to the reporting system would enable the Office and the Committee of Experts to focus more on long-standing, and emerging and potential problems of application; and when the Governing Body considered the Office's proposals it should insist on strict safeguards to ensure that a full, detailed report would be immediately requested and reviewed whenever there was a concern that there was or could be a problem with the application of a ratified Convention; nor should supervision be limited to the most flagrant violations of particular Conventions, but all ratified Conventions had to be fully implemented.

30. The representative of the Secretary-General stated that the Office took careful note of all the statements made. He reassured the Committee that any future reforms would in no case be allowed to weaken the quality and effectiveness of the supervisory system. He hoped a balanced package of measures replacing certain automatic procedures with more selective and objective ones – stressing always the role of employers' and workers' organizations – would be possible.

(iv) Publication of the Committee of Experts' report

31. The Workers' members and several Government members referred to the inability of many delegations to prepare for the Conference, because they receive the Committee of Experts' report too late. For this reason, the Committee welcomed the Office's consideration of a proposal to the Governing Body which would mean bringing forward the date of the report's publication.

32. Several Government members (Egypt, Iraq, Saudi Arabia (speaking also on behalf of the Government members of Bahrain, Kuwait, Qatar, United Arab Emirates), Syrian Arab Republic) also drew attention to the delays caused by having to translate the Committee of Experts' report and other documents into Arabic. They called for early translations to be made available. The representative of the Secretary-General recalled that the comments relating to Arabic-speaking countries and the general part of the Committee of Experts' report are already translated into Arabic.

(v) Role of employers' and workers' organizations

33. The Committee underlined the important part played in the supervisory system by employers' and workers' organizations. This has become increasingly evident recently as the numbers of their comments on the application of Conventions noted by the Committee of Experts have risen to record levels. The operation of dynamic tripartism in the present Committee reflects both the natural interest which employers and workers have in the ILO's supervisory system and the socio-economic reality which is its background.

34. The Government member of Kenya attributed the great interest shown by employers' and workers' organizations in part to the constant efforts made by the supervisory bodies and the Office to furnish them with full information on their role.

II. Principles of standard-setting

(vi) Standard-setting policy

35. The Committee noted with interest the representative of the Secretary-General's indications as to the enhanced role of the International Labour Standards Department of the Office in preparing proposals for the Conference agenda for submission to the Governing Body, and in collaborating in the secretariat of each technical committee of the Conference elaborating standards. Together with the deployment of standards specialists in the field in 12 of the new multi-disciplinary teams, it is hoped that this will help better to meet the constituents' concerns, as expressed for example in the Conference Committee, at all stages in the life-cycle of international labour standards.

36. The Employers' members stressed the connection between the setting, ratification and practical application of standards: it was irrational to promote the setting of standards which were too far-reaching or complex, containing detailed rather than general aims, and which either could not be ratified or once ratified could not be translated into national law and practice.

37. The Government member of Switzerland suggested that, when the future of standard-setting policy is discussed, the ILO should become a sort of "social GATT", with the aim of creating conditions of competition balanced by universally recognized social standards. The Workers' members supported this suggestion. They also agreed with the Employers' view that the ILO's priority is the fight against poverty and realization of the objective of

social justice, and they considered that it is through social rights and labour standards that the hopes of the Declaration of Philadelphia may be realized.

38. Several Government members (Australia, China, France, Islamic Republic of Iran, Kenya, Switzerland) spoke in favour of maintaining or increasing the degree of flexibility in standards. Another (Portugal) called for measures to encourage and if necessary assist member States to participate more fully in the various stages of the elaboration of standards. The Government member of Germany pointed out that some new Conventions pose difficulties as to their ratification because, as a result of compromises reached, they are inappropriately and unclearly worded.

39. The Workers' member of Argentina warned of the damage done to the standard-setting system, when Employers' members stated they were against the ratification of certain Conventions and in favour of reviewing others or making them more flexible. This had incited certain governments to disregard the requirements of Conventions, for example by simply cancelling large numbers of collective agreements. The arguments put forward by certain governments in favour of flexibility only contributed to the employers' cause, to the detriment of the workers. A remedy should be found to such situations.

(vii) Current changes: development and transition

40. Referring to paragraph 11 of the Committee of Experts' report, the Employers' members mentioned the transition of many countries to a market economy. These and other world developments presented new challenges and necessitated a review of all the ILO's activities, including standard-setting, supervision of standards, technical cooperation and the Organization's internal structure, as advocated in the International Organization of Employers document "Proposals for a thorough reform of the ILO".

41. The Workers' members emphasized the role of international labour standards, when the world had become dominated by the logic of the global marketplace, from which the workers often derive little or no benefit, even if overall economic growth is obtained. The ILO's 1993 edition of the World Labour Report shows the social cost of recent developments – including loss of freedom of association – and the danger of provoking protectionism. The Workers' members consider the social dimension vital to development strategy and rational economic structural adjustment. Democratization in itself does not guarantee the observance of standards, and the Director-General's 1994-95 budget proposals rightly link it to the fight against poverty and the improvement of social protection through the elaboration and supervision of international labour standards as the prime objectives of the Organization. Several new member States have already demonstrated their support for standard-setting by ratifying Conventions despite administrative and economic difficulties; and in the Workers' view international labour standards offer an excellent scenario for the labour market protagonists.

42. Further, the Workers' member of the United Kingdom recalled that Western governments and the Employers had earlier seen labour standards and human rights – including the right to organize and the right to strike – as bulwarks against Communism, and it seemed they now considered labour standards should conform to the laws of the market-place. Whilst communism had indeed failed both because it was economically inefficient and, moreover, because it did not respect human rights, it did not follow that the unregulated and exploitative free market should be welcomed without guaranteeing workers the protection of the same standards and rights.

43. Several members from countries in transition from a planned to a market economy (for example, the Government members of Bulgaria, China, Mongolia, Russian Federation) referred to the need for new social and labour legislation on the model not only of existing market economy countries but also of international labour standards. They hoped that the Office would continue to supply technical advice in this respect, as well as on other measures to deal with unemployment and the elimination of discrimination.

44. The Committee noted with approval the Committee of Experts' comments in the field of discrimination. It referred also to recent serious and inhuman acts of discrimination, particularly against ethnic and religious minorities in certain countries. Many members of the Committee strongly recommend to all States the ratification and full implementation of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

(viii) Universality of standards

45. The Committee's attention was drawn by many speakers to the importance of the principle of universality, both as regards the terms in which international labour standards are conceived and as regards their application. Some speakers indicated that, in order to ensure that standards lend themselves to implementation by developing as well as industrialized countries, they should be drafted as flexibly as possible. Others referred in this context to the Office's 1989 study of flexibility devices in Conventions (Governing Body document GB.244/SC/3/3), and to the increased role of the Standards Department in the preparatory work for possible new instruments.

46. Universality in the application of standards means that there should be no relativity or "double standards" in their interpretation and the manner in which they are supervised by the ILO. The Workers' members considered that the principle applies to the manner in which the Committee selects and treats individual cases: at neither stage should different criteria be used according to a country's economic or strategic importance, and it was a sinister practice to overlook failures by industrialized countries, while criticizing developing countries for their failures. The view was expressed that there should be equal treatment among States.

47. The Government member of Sri Lanka stated that he believed the prevailing situation in a country sometimes, despite repeated comments by the Committee of Experts, did not warrant the amendment of legislation involving minor, dormant divergencies from a ratified Convention. In such cases, there

should be a flexible approach which took into account the country's social, economic and perhaps political environment, and the Committee of Experts should examine this matter further. The Government member of Malaysia also called for a more pragmatic and less legalistic approach by the present Committee and the Committee of Experts when considering the observance of ratified Conventions especially by developing countries and new member States.

(ix) The question of revision of standards

48. Several Government members referred in general terms to a perceived need to revise certain older Conventions; the Government member of Australia mentioned ones containing special provisions for women workers not now regarded as consistent with the principle of equal treatment.

49. The Workers' members pointed to the Report of the Governing Body Working Party on International Labour Standards (ILO: *Official Bulletin*, Special Issue, Vol. LXX, 1987, Series A – the "Ventejol Report"), examination of which showed that all existing Conventions in need of revision had by now been revised or were currently undergoing the procedures for possible revision. It was thus contrary to the Governing Body's position to suggest that some other standards – even fundamental human rights ones – should be revised in order to make them more flexible.

III. General aspects of the application of standards

(x) Ratifications

50. The Workers' members called for further ratifications by member States, including industrialized countries, and particularly of basic human rights Conventions. They also called for ratifications by new States formerly bound by Conventions as constituent parts of other States. They remarked on the differences between the regions as regards numbers of ratifications, and in this light stressed the role of the ILO's promotional activities.

51. The Government member of Portugal underlined the usefulness of ratifying and implementing the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), as a means of promoting the ratification of other Conventions. Others referred in this respect to the opportunity presented by article 19 general surveys for the Office, the Committee of Experts and the present Committee to clarify the provisions of Conventions perhaps causing difficulties to governments as regards ratification.

52. The Committee noted with interest the indications by several Government members that ratifications were envisaged or under consideration, as follows: Bulgaria (Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96); Social Security (Minimum Standards) Convention, 1952 (No. 102), Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)); China (Chemicals Convention, 1990 (No. 170)); Mongolia (Labour Inspection Convention, 1947 (No. 81), Labour Inspection (Agriculture) Convention, 1969 (No. 129), Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), Occupational Safety and Health Convention, 1981 (No. 155)); Sri Lanka (Human Resources Development Convention, 1975 (No. 142), Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)); Suriname (Right to Organize and Collective Bargaining Convention, 1949 (No. 98), Collective Bargaining Convention, 1981 (No. 154), Termination of Employment Convention, 1982 (No. 158)); United States (Discrimination (Employment and Occupation) Convention, 1958 (No. 111)).

(xi) Denunciations

53. The Employers' members referred to the case where, in their view, Conventions had been adopted which proved ill-adapted to changing circumstances of fair competition in the labour market, such that the numbers of denunciations were accumulating. This had been so for the Night Work (Women) Convention, 1948 (No. 89), and for the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96).

54. The Workers' members did not agree that those denunciations were justified. They drew attention to the requirement under Article 5 (1) (e) of Convention No. 144 of tripartite consultations before denunciations are made. And they called for tightening of the procedures for denunciation laid down in the final articles of Conventions, so that in addition States denouncing be required to give detailed reasons for the denunciation or for not ratifying a revising instrument or for not re-ratifying a Convention with acceptance of more flexible provisions in it (as is possible in respect of Convention No. 96) and to seek solutions in order to avoid the denunciations. This could be done through a revision of the Final Articles Revision Convention, 1961 (No. 116). The Government member of Germany indicated that in the case of his Government's denunciation of Convention No. 96, the time-limits – which were very long by comparison with those for other international treaties – played a decisive role.

(xii) Submission to the competent authorities

55. Several members referred to the importance of fulfilling the Constitutional obligation to submit the Conventions and Recommendations adopted by the Conference to the competent national authorities, as a first step towards possible ratification and implementation of standards. Some pointed out the practical difficulties in completing the submission procedure on time, especially when the authentic texts adopted by the Conference have to be translated into one or more national languages. The usefulness of assistance given by the Office in the drafting of submission documents was acknowledged by several members.

(xiii) Application of standards in particular circumstances: export processing zones and enterprises; offshore installations; maritime labour standards

56. The Workers' and other members welcomed the further attention given by the Committee of Experts to the problem of export processing zones and enterprises created in the hope of encouraging economic development and sometimes involving a relaxation of labour protection, following the present

Committee's mention of it last year. It was recalled that ratified Conventions should be fully applied in conformity with international law, and special concern was expressed as to matters of freedom of association, discrimination and safety and health.

57. The Workers' member of Argentina observed that the general part of the Committee of Experts' report did not deal this year with offshore installations, seafarers on board ships flying flags of convenience, or fishing workers. The Committee's attention was nevertheless drawn by the representative of the Secretary-General to current consideration being given within the Organization to possible new maritime standards, and to the Committee of Experts' comments to individual States on the application of various Conventions to seafarers. The observer of the World Federation of Trade Unions stated that the exclusion of provisions of ratified ILO Conventions or restriction or abolition of freedom of association in export processing zones or other special economic zones was a violation not only of ILO Conventions but also of the Vienna Convention, which provides that a treaty must apply throughout the territory of a State.

(xiv) Freedom of association

58. The Employers' members discussed the issue of the interpretation of Conventions (see above, section I (ii)), particularly in connection with the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), and the question of the right to strike. They indicated that they had consistently held the view that Convention No. 87 does not regulate the right to strike. The text of the Convention did not mention it, and the preparatory work showed the Conference had reached no consensus on the matter. Nor, in their opinion, could there be recourse to "relevant rules of the organization" under Article 5 of the Vienna Convention, since in this case there were no such rules, and under the related ILO procedures it was clear that the views taken by the non-governmental constituents (i.e. employers' and workers' organizations) would conflict. According to the Employers, Convention No. 87 had been interpreted as incorporating the right to strike 13 years after its adoption. Where there was doubt, the principle of international law *in dubio mitius* should be applied so as not to exaggerate the obligations of the Convention. However, the Committee of Experts had, the Employers stated, considered that a restriction of strikes was admissible only within very narrow limits, which was to the Employers legally incomprehensible. They hoped these questions would be dealt with in next year's article 19 general survey.

59. The Employers' members stated that in the legal order of the States, there were very different models for the legal classification of strike and lockout. One model could be sketched out as follows: a strike was regarded as a basic right that was established above the generally applicable legal order. In such a conflictual order, the social partners would have an antagonistic and irreconcilable stance. Under another model, labour disputes would also be part of a generally applicable order, a legal order which saw itself mainly as a peace order. Rights and duties of individuals and of interest groups would be balanced in relation to the rights of others and of the entire society. There were many variants of these models. Nothing indicated that the extreme conflictual model that set hardly any limits to strikes should be interpreted from Convention No. 87. Referring to the statement of a Workers' member of Germany, that the Employers were only opposing a certain interpretation of strikes because this would not coincide with their own interests, the Employers considered it natural that they should attend to their own interests and were directly affected by strikes, as they normally were directed against them. However, in today's production which was increasingly based on the principle of the division of labour, strikes more and more often also affected individuals and parts of society which were not at all involved. To this extent, it was much more important than in the past that the State established rules of law. It seemed strange that one speaker pointed out that the Employers had not been able to fully prove that the Vienna Convention was relevant for interpretation. In view of the fact that a legal question was not open to proof, this was not a task that the Employers' members had to undertake. As the applicability of the Vienna Convention was widely accepted and the Experts themselves were referring to it, there was no need for further comment. The Employers' members had already commented sufficiently on Article 5 of the Vienna Convention. Everybody was also familiar with the importance of Article 4 on non-retroactivity of the Vienna Convention. However, the Committee of Experts considered that a restriction of strikes was admissible only within very narrow limits. On page 186 of the English version of their report they state "that any prohibition or restriction of strikes should be confined to the following three cases: strikes in essential services in the strict sense of the term, namely those whose interruption would endanger the life, personal safety or health of the whole or part of the population; strikes by public servants acting in their capacity as agents of the public authority; and strikes during an acute national crisis". This abstract basic formula was further developed until a very exactly defined right to strike arose which had a tendency to allow nearly any strike and therefore forbade any restriction. According to the Experts, a State that used a different yardstick violated its international duties. The Employers had repeatedly upheld that this was juridically incomprehensible. In substance, it appeared unacceptable to any State that its possible action be restricted to cases of endangering life, personal safety or health of the entire population or parts thereof. The Employers thought that it was a fundamental duty of every State to protect its citizens, even individuals, as comprehensively as possible. This was one of the basic reasons for the existence of a State.

60. The Employers' member of the United States considered that the decisions of the Governing Body Committee on Freedom of Association were an inappropriate basis for defining the scope of the right to strike under Conventions Nos. 87 and 98, since those decisions depended on principles of the ILO Constitution and not the terms or legislative histories of the Conventions. The Employers' member of Turkey found the Committee of Experts' conclusions questionable, particularly with regard to Conventions

Nos. 87 and 98: the legislative history did not justify the position taken as to sympathy strikes, political strikes, and a strict notion of essential services. The Committee of Experts did not seem to accord employers their reciprocal right under Article 3 of Convention No. 87 to have recourse to lockouts. In view, nevertheless, of the link with freedom of association, a new Convention should be considered to regulate the right to strike. It would also be desirable for the general survey on Conventions Nos. 87 and 98 next year to give clear, reasoned explanations as to the right to strike, taking account of all the views expressed in this Committee.

61. The Workers' members strongly supported the views of the Committee of Experts with regard to the right to strike, which were in accord with the case-law of the Committee on Freedom of Association. They regarded the Employers' criticism as politically rather than legally motivated. The right to strike was inseparable from the notion of freedom of association, and the Workers hoped the next general survey would consolidate the principles already established on this point. They fully shared the views of a Workers' member of Germany, that various principles of freedom of association were regarded as part of customary law; the Committee of Experts' interpretation of the right to strike in Convention No. 87 had been accepted over many years, and this made it relevant under article 31 (3) (c) of the Vienna Convention. They also agreed with a Workers' member of Poland that the right to strike had to be seen in the light of the principle *ubi jus ibi remedium* as a last resort means of exercising the substantive rights of Conventions Nos. 87 and 98. They equally agreed with another Workers' member of Germany that the right to strike could not be dissociated from other fundamental rights of workers; in fact, it was impossible to characterize the right to strike as interpreted by the Committee of Experts as an unlimited one.

62. The Government member of Germany observed that if the right to strike was contained implicitly in Convention No. 87, it was a matter of concern that the Convention was interpreted to imply not "the" but "a certain kind of" right to strike.

63. The Workers' member of Colombia reminded the Committee of the vital importance of the right to strike for workers where large numbers of trade unionists had even been assassinated for daring to exercise their rights. The Workers' member of Pakistan observed that, if workers are forbidden to exercise their right to strike, they are subjected to forced labour in violation of Conventions Nos. 29 and 105. He noted that the right to strike is a fundamental one in UN instruments, but underlined that the strike is not an end in itself – rather a means of achieving real dialogue between the parties.

64. Two Workers' members of Poland referred also to the continuing problem of redistribution of trade union assets in countries where union pluralism has been restored. They urged the supervisory bodies to take an active stand in this matter so as to assist in the dismantling of the former monopolistic trade unions.

(xv) Application of the Employment Policy Convention, 1964 (No. 122)

65. The Committee discussed the Committee of Experts' general comments as to the implementation of a policy for full, productive and freely chosen employment. It fully agreed that employment policy should be the object of concertation with employers' and workers' organizations, and that many factors, such as training and economic and collective bargaining policies, must be taken into account, involving various government ministries and agencies.

66. The Employers' members again questioned the inclusion of a special section on Convention No. 122 in the general part of the Committee of Experts' report, although they found what was said realistic, particularly as to the countries in transition to a market economy. Labour market policy alone cannot create lasting jobs. The social partners, by the conclusion of collective agreements, themselves determine whether jobs are created or lost. The Employers' member of the United States stated that there was a need to open to change, when faced with the dynamic world economy, with ready availability of technology, instantaneous telecommunications and rapid transportation. Such an economy had resulted in a great deal of structural adjustment and governments, employers and workers were no longer in a position to address the consequences of these changes as if they still lived in closed economies. A single policy prescription was not necessarily the solution to these changes.

67. The Government member of Germany attributed the need for this section to the fact that the terms of the Convention allow the formulation of hypotheses rather than the establishment of violations.

68. The Workers' members hoped the Committee of Experts would continue to draw attention in its general report to Convention No. 122, insofar as employment and the right to work are a prerequisite to the existence of various other workers' rights: occupational safety and health, the right to organize, the right to strike. Unemployment could not be treated as a by-product of economic growth: in some countries it was no longer due only to recession but was becoming part of the system, and it behoved this Committee to voice concern for the unemployed and the poorest people in the world. The Workers' members pointed to the need under Article 3 of the Convention for governments to consult in advance organizations and representatives of different regions and sectors concerned, including the informal sector which is often overlooked. They detected a positive change in the attitudes of high officials of international institutions responsible for structural adjustment programmes (the International Monetary Fund and the World Bank) as to the impact of such programmes on the most disadvantaged sections of the population, although much remains to be done in this respect. The ILO stands for the social objectives which must be safeguarded in the face of enforced "liberalism" disguised as structural adjustment, and the 1994 High-Level Meeting in the ILO would deal with this aspect. Action on the part of the international community was needed in particular to ease the burden of foreign debt on developing countries.

69. A Workers' member of Poland considered that governments should report more fully on the Convention, so as to give the Committee of Experts sufficient grounds for conclusions. Policy in many countries in transition to a market economy unfortunately concentrated on the administration of the labour market for economic restructuring, with the provision of unemployment benefits regarded as a necessary evil: more attention should be given to the formulation and implementation of active policies for full and productive employment. As for developing countries in particular, the Government member of Nigeria noted that world recession made the promotion of full, productive and freely chosen employment very hard: the Committee of Experts should always take account of the existing economic situation when examining reports.

IV. Other standards-related activities

(xvi) Technical cooperation relating to standards

70. The Committee noted with interest the Committee of Experts' indications as to both the assistance given by the Office through the regional advisers on standards – soon to be superseded by technical advisers on standards forming part of the multidisciplinary teams – and the continuing improvement of coordination between standard setting and technical cooperation. The Government member of the United Kingdom looked forward in due course to reviewing the progress made in assisting ILO constituents with their standards-related problems. Several members (for example, the Government members of Namibia, Russian Federation, Suriname) gave examples of assistance they had received, illustrating how these activities help ensure not only the fulfilment of reporting obligations but also the actual implementation of standards. The Government member of Japan also reaffirmed his country's willingness to continue making contributions to the ILO's work, for example through multi-bilateral programmes in aid of seminars and symposiums and other forms of cooperation related to labour standards.

71. The Employers' members considered promotional measures by the Office at least as valuable in the implementation of standards as supervision and control in the traditional sense; the ILO's task for the future should not be underestimated. Therefore, every promotional measure represented an additional and important step which often could lead more rapidly to the desired goal.

72. The Workers' member of Pakistan spoke of the effort needed from employers' and workers' organizations to disseminate knowledge of what is done in the ILO in terms of international labour standards, and the ILO should do more in particular to provide guidance and training for workers in this respect.

73. The Workers' members stressed that promotional activities must not have the effect of weakening activities for the supervision of standards.

74. The Government member of Namibia expressed appreciation for ILO assistance in drafting a comprehensive Labour Act enshrining a policy of adhering and giving effect to international labour Conventions and Recommendations. The Government member of Kenya welcomed the emphasis on the ILO's advisory role as opposed to one of policing infringements of standards which were often due to socioeconomic and financial difficulties rather than a deliberate intention to violate labour standards. The Government member of China said that the ILO should increase its assistance of this kind, but that technical cooperation should not be used to impose pressure.

75. The representative of the Secretary-General indicated the Office's full agreement with the objective of increasing promotional activities, but it should be absolutely clear that this must in no case detract from supervisory activities, to which they are complementary.

(xvii) Collaboration with other international organizations, especially on human rights issues

76. The Workers' members recalled the specific tripartite structure and the mandate and competence of the ILO in social and economic matters and urged it to increase its influence as compared with the United Nations and certain other organizations, such as the financial institutions, so as to avoid being marginalized. The Committee considers that the ILO should improve its image and play a more active and critical role in the debate on labour and social issues in countries at all stages of development, including such areas as protection of children.

77. The Government members of Bulgaria and Uganda drew special attention to the need to intensify relations with the IMF and the World Bank, since their policies have such an impact on the ILO's work.

78. The Workers' members and the Government member of Belgium welcomed the ILO's active participation in the implementation, strengthening and improving of the European Social Charter of the Council of Europe.

79. The Committee welcomed the attention given by the Committee of Experts to the ILO's role in preparations for the June 1993 World Conference on Human Rights held in Vienna; and supported the action taken by the Office for the UN International Year of the World's Indigenous People, recalling the importance of the Indigenous and Tribal Peoples Convention, 1989 (No. 169). The Government member of Netherlands noted that the ILO actually functions very well in comparison with other organizations; he was concerned at the attempts being made at the Vienna World Conference to dilute the already weaker system for supervision of human rights in the United Nations and considered that UN bodies would do better to raise their level of supervision to that of the ILO rather than for the ILO to let its own working methods deteriorate.

80. The representative of the Secretary-General undertook to transmit to the Director-General of the ILO the wish expressed in the Committee for the strengthening of relations between the ILO and other international organizations, especially in the UN system, in order to avoid any isolation or marginalization of the ILO.

81. Following its discussion last year, the Committee discussed relations between the ILO's standard-setting and the activities of the European Community, particularly in the light of the Advisory Opinion of the Court of Justice of the European Communities on the question of the ratification of the Chemicals Convention, 1990 (No. 170) (referred to in document GB.256/SC/1/3). It noted that the Advisory Opinion does not wholly resolve the question of competence, but it hoped that it would now be possible for consultations and cooperation between the ILO and the EC to be intensified. The Workers' members hoped too that obstacles to ratification by EC member States of ILO Conventions on safety and health would now be overcome, and that those responsible in various regional organizations for drafting legal texts would pay special attention to the consequences for international labour standards. The Employers' members considered that relations between the ILO and the EC were not easy, especially when matters were touched on which, in the EC, member States were no longer competent. Efforts must in their view be undertaken to bring into harmony the obligations which some States had as members both of the ILO and of the EC. Participation of the social partners in ILO procedures constituted, the Employers considered, an important difference to the EC; the attempts to resolve this problem had not yet been concluded. A recent report of the Governing Body from 10 May showed that contacts between the ILO and the EC had been intensified and that consultations went on, the Employers' members stated. The Government member of Nigeria noted the increasing role of the European Community in ILO standard activities. He recalled the Advisory Opinion in question and doubted the competence of the European Community to conclude any Convention since the Community was not a member of the ILO; however, he stated, the constituent members of the Community are competent to ratify ILO standards which they have participated in formulating. The representative of the Secretary-General stated that the Office would follow this matter very carefully and keep the Committee fully informed of developments.

C. Reports requested under article 19 of the ILO Constitution

Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981

82. The Committee reviewed the General Survey of the Committee of Experts which examined the effect given to the above-mentioned instruments on the basis of the reports submitted under article 19 of the Constitution and, in accordance with established practice, with regard to information communicated under articles 22 and 35 of the Constitution. The survey also took due account of the comments received from 11 employers' and workers' organizations.

Aim of the instruments

83. The Committee considered the subject of the Convention and Recommendation important. The instruments have the dual objective of creating equality of opportunity and treatment in working life between men and women with family responsibilities, on the one hand, and between men and women with such responsibilities and workers without such responsibilities, on the other. It was stressed, in the survey, that the instruments formed an intrinsic part of any measures to promote equality of opportunity and treatment between men and women, an objective to which all countries should be committed, whatever their economic policy or stage of development. Referring to these explanations of the Committee of Experts, the Workers' members considered it just that the instruments had been placed among those which sought to enunciate fundamental human rights.

84. Echoing this view, the Workers' member of Australia suggested that the Convention and Recommendation were probably among the most important standards adopted by the ILO in relation to the promotion of equality between men and women workers. The Government member of China indicated that his Government was in favour of the principle of equality of opportunity and treatment provided for in the Convention and Recommendation, as did the Government member of the Syrian Arab Republic, who expressed high evaluation for the provisions of Convention No. 156, which sought improvements for the family and so had an impact on social development. Recalling the progress made in the ILO's standard-setting since 1951, the Government member of Sweden noted that the instruments under review served not only the interests of women but concerned the development of national policies to enable all persons with family responsibilities to be employed free from discrimination on that basis: thus the standards supported also men in meeting their dual responsibilities.

85. The Employers' members supported the objective of creating conditions which would enable workers to combine their family and occupational responsibilities to the greatest extent possible. All employers had an obvious interest in supporting this goal, as a worker's full potential and capability would otherwise be lost.

86. The Committee noted that the survey had traced the way in which ILO standards in the field of equality had evolved from emphasizing, at first, measures to protect women workers before shifting their emphasis to the promotion of equality. More recently, there had been an insistence that equality implied action to accord equal opportunities and treatment to women and men in all respects. It was in this context that the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123) – which was based on the assumption that women had a greater responsibility towards their families than did men – had been replaced by Convention No. 156 and Recommendation No. 165. Throughout this evolution, there had not been, however, any derogation from the concern to provide women and their unborn and newly-born children with an adequate standard of protection.

87. The Employers' members found some contradiction between those ILO standards which sought to introduce equal regulations for men and women when, at the same time, other instruments retained the notion of preferential treatment for women. On this point, the Workers' members considered as pre-

mature any suggestion that, with the exception of measures to protect maternity and the reproductory process, the need to ensure special protection for women had passed.

Scope and contents of the instruments

88. The Workers' members considered that the survey had resolved, in a convincing manner, certain misunderstandings and important questions of interpretation that had constituted obstacles to the ratification of the Convention. Particular mention was made of the Experts' clarification of the relationship between Convention No. 156 and the Discrimination (Employment and Occupation) Convention (No. 111), 1958. Special measures in favour of women workers with family responsibilities were not incompatible with the requirements of Convention No. 156 and might in fact be indispensable to achieve effective equality between men and women under Convention No. 111. It was relevant to this point that the Workers' member of Poland considered Convention No. 156 to be a "*lex specialis*" for the fundamental rules of non-discrimination prescribed in Convention No. 111.

89. The Workers' members also made specific reference to Article 8 of Convention No. 156, which was cited as one of the main reasons that provoked the Employers' members to abstain from the final vote on the adoption of the 1981 instruments. The explanation offered in the survey made it clear that the requirement of Article 8 should no longer constitute an important impediment to ratification, even for countries which had not ratified the Termination of Employment Convention, 1982 (No. 158). Commenting on the way in which flexibility was often belied by apparently general clauses, the Government member of Germany stated that it was extremely difficult to ensure that Article 8 operated to the advantage, rather than to the disadvantage, of a worker with family responsibilities. In his view, several countries had been dissuaded from ratifying the Convention through fear that Article 8 could be interpreted as prohibiting termination because of the mere existence of family responsibilities. In opposition to this view, the Workers' member of Germany referred to an opinion of the Office (made in response to a request of the Government of Germany), stating that while termination of a labour contract was excluded solely on the grounds of family responsibilities, termination might be justifiable on other grounds.

90. The Workers' member of Poland regretted that the survey had not taken into account the general comments of the Human Rights Committee concerning the application of Article 40 of the UN Covenant on Civil and Political Rights which had touched on the notion of the extended family. The speaker urged the ILO not to overlook the emerging jurisprudence and case-law of the UN treaty-based monitoring bodies.

91. The Employers' members noted that the Committee of Experts had underlined the considerable flexibility of application afforded by the Convention, a feature which the Experts considered evidently to have been the intended outcome of the preparatory work. The Employers' members considered that the Convention had in fact introduced a new concept of flexibility, in that the principal requirements of the instrument enunciated hardly any specific measures, but referred instead, in a comprehensive way, to particular objectives. In their view, it became difficult to formulate objectives in a clear, juridical manner when there was an attempt to extend the scope of standards beyond the worker-employer relationship to address general problems in society.

92. In this respect, the Employers' members referred to Article 3 of the Convention which, in calling for the adoption of a policy leading to complete equality of opportunity and treatment, implied the achievement of a totally conflict-free combination of family obligations and a career. As the instrument's other provisions were more specific only in regard to particular areas such as training and education and community and regional planning, the comprehensive objectives of Article 3 were underpinned simply by other objectives, also without precise contours. Such an approach had resulted in overloading the instruments with comprehensive and idealistic targets. Accordingly, the Employers' members did not consider the standards allowed for any particular degree of flexibility. This assessment was confirmed by the fact that the second chapter of the survey described as insufficient the policies and measures existing in certain States.

93. The Workers' member of Germany urged that the concept of flexibility be defined more closely and precisely: did the concept mean that there should be flexibility regarding the implementation by different national systems, or was there to be flexibility in the lowering of standards, thus allowing for the possibility of discriminating against workers with family responsibilities?

94. The instruments sought to promote an evolution in the respective roles of men and women, which the Workers' members supported fully, noting in this respect the change of attitude on the part of a large number of governments and a growing number of employers in the 12 years since the adoption of the instruments. In the view of the Employer's members, the traditional form of standard-setting lent itself only in a limited way to dealing with the respective roles of men and women, as many of the questions in this area were dependent on individual values and attitudes: thus, standards could not impose a specific ideal or model and different cultural traditions had to be taken into account. In the same vein, traditional relationships could not be changed either by legislation or by other initiatives of the State, though these might inspire a gradual and partial transformation. Changes in attitude and social phenomena had their own dynamics and timeframe.

95. In the discussion, allusions were made to the enterprise-level benefits to be derived from applying the principles contained in the ILO standards. The Workers' members referred to paragraph 253 of the survey which indicated that strategies introduced by employers in conformity with the Convention have proven beneficial, rather than detrimental, in economic terms. The Workers' member of Australia confirmed that substantial and quantifiable increases in productivity and improved efficiency had been noted in workplaces where policies responding to the needs of workers with family responsibilities had

been adopted. The Government member of Sweden supported the proposal that the Office publish information on the benefits reaped by enterprises through the application of the principles of the instruments.

96. The Employers' members considered that since enterprises were concerned primarily with being profitable, their main task was not to provide a family-friendly environment. Steps could, of course, be taken to promote a more harmonious combination of family and work responsibilities and employers were continuing with, and enhancing, these measures. It was regretted by the Employers' members, however, that such developments were not particularly promoted by Convention No. 156; if they were taking place, this was despite the Convention.

Timeliness of the survey

97. The Workers' members considered the subject-matter of the survey an appropriate choice. Its selection was justified by the ILO's current activities concerning women workers, as well as by the need to respond to the Resolutions concerning equality of opportunity and treatment, which had been adopted by the International Labour Conferences in 1985 and 1991, respectively. Furthermore, though there had been a significant increase in the proportion of women entering the labour force, the great majority of women continued to be employed in low-paid jobs at the bottom of the occupational hierarchy.

98. Some Workers' members stated that, even though the legal protection for women had been improved in many jurisdictions, this did not necessarily mean that progress had been made in practice. The representative of the World Federation of Clerical Workers cited instances of practices in Latin American countries, where some employers required women workers periodically to present proof that they were not pregnant or, as in the case of the banks in Ecuador, to sign blank letters of resignation, which were brought into effect as soon as the women became pregnant. In a number of countries, workers in the commercial sector – of whom the majority were women – were obliged to work on Sundays, when crèches were closed. The lack of policies and official measures concerning child care had resulted in vast numbers of abandoned street children in, for instance, Brazil and Colombia, many of whom were murdered.

99. Labour conditions for women workers were said by some Workers' members to have worsened as a result of the social effects produced by structural adjustment measures being implemented in the developing countries of Latin America. The Workers' member of Nicaragua stated that there had been a serious deterioration in the situation of women workers in her country, with women representing 60 per cent of the unemployed workforce. This had resulted in an alarming increase in the level of prostitution in the urban areas, a prevalence of sexual harassment and a steep rise in the incidence of blackmail and humiliation of women. Discrimination in the agricultural sector was extremely serious, with gynaecological examinations being required prior to hiring. The establishment of export processing zones had, in many countries, resulted in the permanent violation of the human rights and dignity of the women employed in such zones.

100. In the countries of Eastern and Central Europe, paid holidays and paid leave to care for sick family members had been reduced, according to the Workers' member of Poland. Many women were, moreover, employed in workplaces in conditions which were particularly arduous for their health and safety. The fact that male workers were deprived of certain rights that were granted to women workers resulted in discrimination against the women through the legislative imposition of greater responsibilities with respect to the family, rather than leaving couples the freedom to determine for themselves how they might share those duties. The majority of discriminatory provisions that were in violation of Convention No. 156 were also breaches of Convention No. 111; as Convention No. 111 had been ratified by many countries, recourse should also be sought under its provisions.

101. The Workers' member of Pakistan drew attention to paragraph 265 of the survey where it had been pointed out that the position of women in the labour market still tended to mirror their traditional domestic role. It was in the interests of the family that women had access to gainful employment, the lack of which was accentuated in the least developed countries, and especially in rural areas where women were not protected by labour legislation concerning minimum wages, social security and working conditions and were, consequently, the poorest groups in those countries. In urban areas, women were also confined to low status precarious jobs, characterized by poor remuneration and lacking in opportunities for education, training and career development. Trade unions were thus obliged to promote equality for women not only in education and training but also as concerned their entry into employment so that women's status was commensurate with their contribution to society. However, it was also the duty of employers and the State to encourage women to enter the labour force with adequate protection against any form of discrimination. Member States could demonstrate their political will to bring about the necessary changes by ratifying and implementing the Convention.

Final remarks

102. The Workers' members considered that the survey had clarified considerably the requirements of those provisions that appeared to have given rise to questions of compliance by States concerned to ratify the Convention. They did not consider justified the criticisms regarding the lack of flexibility accorded by the Convention, as several of its Articles were phrased in ways that would enable account to be taken of the economic difficulties and particular situations prevailing in individual countries. The flexibility of the instruments had been welcomed by the Workers' members during the discussion and adoption of the instruments in 1981. The Workers' members felt that the implementation of the instruments should be organized at all levels – national, regional, sectoral and at the level of the undertaking – in a complementary manner. If the initiative to take appropriate measures were left to individual enterprises, this would result in the differential treatment of workers employed in small and medium undertakings and those working in poor and unorganized sectors.

103. While noting the explanations advanced in the survey for the low level of ratification of the Convention, the Workers' member of Poland considered that more could be done were governments to consult the representative workers' organizations in their countries to bring about the adoption of a consistent policy to achieve the objectives of the instrument. Noting that only 11 observations had been received from workers' and employer's organizations, the speaker also suggested that the Office and the Committee of Experts encourage governments to consult with the representative organizations with a view to obtaining their comments on unratified Conventions, an obligation that was more clearly set forth under article 22 of the ILO Constitution, than under article 19. The Workers' member of Pakistan also raised for consideration the possibility that requests for information on unratified Conventions be sent to workers' and employers' organizations to permit them to respond directly.

104. While considering the objectives of Convention No. 156 not only understandable, but meaningful and sensible, the Employers' members restated their view that it was not possible to attain those objectives through the application of the instrument or through legal prescription. Awareness and a change of attitude were needed. It was difficult for ratifying member States to translate the general and far-reaching provisions of the Convention into practice, a factor that explained the low level of ratification of the instrument. Accordingly, the Employers' members suggested that Convention No. 156 be classified among those instruments seriously in need of revision, in the hope that a redrafted Convention could be framed in more practicable and realistic terms.

105. The information and explanations contained in the survey were appreciated by many speakers both from States that had ratified the Convention and from those which had not taken that step. The Government member of Sweden pointed out that despite the desire for change in accordance with the instruments, women still bore a disproportionate share of the double burden of work and family responsibilities, as was evidenced by the growing proportion of women forced to undertake part-time work. While conceding that attitudes could not be regulated, she stressed that the standards nevertheless provided a supportive legal and political framework in which the social partners could give practical effect to the objectives of the instruments. The Government member of Australia stated that, even though the Convention had already been ratified, the survey would prove helpful in assisting her Government to develop further appropriate measures to achieve the objectives of the Convention, since it contained a comprehensive review of measures taken in other States. The Government member of the Syrian Arab Republic expressed the intention of his Government to endeavour to adapt national legislation in the direction prescribed by Convention No. 156. The Government member of China indicated that while the standards set out in the Convention and Recommendation on the provision of household service had not been reached because of the country's insufficient development of the social service sector, nevertheless the Government was making efforts to implement the instruments and hoped to ratify the Convention in the near future. The importance of the Convention was also attested to by the Workers' member of Iceland, who indicated that the labour movement in her country was preparing to apply pressure on the Government to ratify the Convention.

106. For many speakers, the survey was an important contribution to the activities to be undertaken in 1994, declared the International Year of the Family by the United Nations. The Workers' members called upon the ILO to take measures to encourage the ratification of Convention No. 156 during 1994. The representative of the World Federation of Clerical Workers considered, in this regard, that a vigorous international awareness campaign should be undertaken by the ILO to promote the subject of the survey; and for this, she offered the collaboration of her organization, as well as that of the Latin American Commission of Female Workers. The Workers' member of Uruguay stressed the importance of investing in the family which was, after all, the basic unit of society: that investment would bear fruit for everyone. The ILO had a fundamental role to play in promoting the ratification of Convention No. 156 for the benefit of all members of society. These sentiments were supported by the Government member of Sweden who also suggested that the ILO make every effort to disseminate information on the implementation of the instruments, both shortcomings and successes, to both United Nations and ILO constituents in order to promote equality worldwide and to inspire more States to ratify Convention No. 156. In the view of the Workers' member of Iceland, the importance of the instrument for the activities of 1994 was summarized in paragraph 7 of the survey, which stated that while pregnancy, confinement and breastfeeding were uniquely, biologically, a woman's province, reproduction was itself a social function that should be protected by society.

D. Compliance with specific obligations

107. The Committee decided that, in examining individual cases relating to compliance by States with their obligations under or relating to international labour standards, it would apply the same working methods and criteria as last year, as amended or clarified in 1980 and 1987.

108. In applying those methods, the Committee decided, on the proposal of the Workers' members supported by the Employers' members, to invite all governments concerned by the comments in paragraphs 87 (compliance with reporting obligations), 93 (supply of first reports), 96 (lack of reply to comments of the supervisory bodies), 121 (special problems relating to submission) and 125 (lack of reports on unratified Conventions and on Recommendations) of the Committee of Experts' report to supply information to the Committee in one half-day sitting to be devoted to those cases. This, it was hoped, would serve to increase the impact of the discussion and conclusions and make better use of the time devoted by the Committee to those cases.

109. The Committee noted that this new approach had produced interesting results as a first trial. Nevertheless, it should in no sense be understood by governments as dispensing them from the need to take part in the Committee's discussions. The Com-

mittee looks forward to next year, when the procedure will be further refined, to enable it to ensure the fullest possible examination of all these cases. In the Committee's view, it is essential to find the best possible means of improving its effectiveness in this respect.

Submission of Conventions and Recommendations to the competent authorities

110. In accordance with its terms of reference, the Committee considered the manner in which effect is given to article 19, paragraphs 5 to 7, of the ILO Constitution. These provisions require member States within 12, or exceptionally 18, months of the closing of each session of the Conference to submit the Conventions and Recommendations adopted at that session to "the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action", and to inform the Director-General of the ILO of the measures taken to that end, with particulars of the authority or authorities regarded as competent.

111. The Committee noted from the report of the Committee of Experts that considerable efforts to fulfil the submission obligation had been made in certain States, namely: Cape Verde, Guinea-Bissau.

112. The Committee was informed by various other States of measures taken to bring Conventions and Recommendations before the competent national authorities. It welcomed the progress achieved and expressed the hope that there would be further improvements in States that still experience difficulties in complying with their obligations.

Failure to submit

113. The Committee noted with regret that no indication was available that steps had been taken in accordance with article 19 of the Constitution to submit the Conventions and Recommendations adopted between 1985 and 1991 by the 71st to 78th Sessions of the Conference to the competent authorities, in the cases of Antigua and Barbuda, Bangladesh, Belize, Cambodia, Congo, Guyana, Jamaica, Kenya, Madagascar, Pakistan, Paraguay, Saint Lucia, Seychelles, Sierra Leone, Zaire.

Supply of reports on ratified Conventions

114. In Part B of this report (General questions relating to international labour standards) the Committee has considered amongst other things the fulfilment by States of their obligation to report on the application of ratified Conventions. 17.1 per cent of the reports due had been received by 15 October 1992, the date fixed by the Governing Body, the highest figure since 1982 (the figure was 13.4 per cent in 1991). By the date of the meeting of the Committee of Experts, the percentage of reports received had risen to 65.4, which is the lowest recorded since 1946. Since then, further reports have been received, bringing the figure to 75.8 per cent (as compared with 76.8 per cent in June 1992 and 83.7 per cent in June 1991). This year, the Committee of Experts noted that 56 per cent of the reports on Conventions for which information on practical application was requested contained such information, slightly higher than in 1991 and 1992 (50 per cent), but less than in 1989. The Committee emphasizes the importance of sending practical information, without which it is impossible to know if a Convention is actually being applied. The Committee joins the Committee of Experts in appealing to governments to make every effort to include the necessary information in future reports.

Failure to supply reports and information on the application of ratified Conventions

115. The Committee noted with regret that no reports on ratified Conventions had been supplied for two years or more by the following States: Albania, Cambodia, Guinea-Bissau, Lao People's Democratic Republic, Lesotho, Liberia, Seychelles, Somalia.

116. The Committee also noted with regret that no first reports due since 1990 on the following ratified Conventions had been supplied by Cameroon (Convention No. 162) and Yemen (Conventions Nos. 122, 156, 158). It stresses the special importance of first reports, on which the Committee of Experts bases its first evaluation of compliance with ratified Conventions.

117. In this year's report, the Committee of Experts noted that 40 governments had not communicated replies to most or any of the observations and direct requests relating to Conventions on which reports were due for examination this year, involving a total of 318 cases (compared with 330 cases last year and 335 two years ago). The Committee was informed that, since the meeting of the Committee of Experts, 14 of the governments concerned had sent replies, which would be examined by the Committee of Experts next year.

118. The Committee noted with regret that no information had yet been received regarding any or most of the observations and direct requests of the Committee of Experts to which replies were requested for the period ending 30 June 1992 from the following countries: Afghanistan, Angola, Bahamas, Belize, Central African Republic, Côte d'Ivoire, Djibouti, Ethiopia, France, Guinea-Bissau, Guyana, Iraq, Kuwait, Lao People's Democratic Republic, Lesotho, Liberia, Malawi, Nepal, Niger, Saint Lucia, Sao Tome and Principe, Seychelles, Solomon Islands, Somalia, Yemen, Zimbabwe; France (French Guiana, Guadeloupe, Martinique, Réunion, Saint Pierre and Miquelon).

119. The Committee noted the explanations provided by the governments of the following countries concerning difficulties encountered in discharging their obligations: Afghanistan, Angola, Bahamas, Côte d'Ivoire, France, Iraq, Kuwait, Malawi, Zimbabwe.

Application of ratified Conventions

120. The Committee noted with particular interest the steps taken by a number of governments to ensure compliance with ratified Conventions. The Committee of Experts listed in paragraph 102 of its report new cases in which governments had made changes to their law and practice following comments it had made as to the degree of conformity of national legislation or practice with the provisions of a ratified Convention. There were 44 such cases, relating to 32 States and two non-metropolitan territo-

ries in all regions of the world. Almost 2,000 cases of progress have been recorded since the Committee of Experts began listing them in 1964. These results are tangible proof of the effectiveness of the supervisory system.

121. At its present session, the Committee was informed of other instances in which measures had recently been or were about to be taken by governments with a view to ensuring the implementation of ratified Conventions. While it is for the Committee of Experts to examine these measures, the present Committee welcomes them as fresh evidence of the efforts made by governments to comply with their international obligations and to act upon the comments of the supervisory bodies.

122. The Committee thought it appropriate to draw the attention of the Conference to various important cases which it had to consider.

Cases of progress

123. The Committee noted with satisfaction that in a number of cases – including many involving basic human rights – governments have introduced changes in their law and practice in order to eliminate divergencies previously discussed by the Committee. It considers highlighting these cases as a positive approach towards influencing governments to respond to comments of the supervisory bodies. In this respect, it refers to the report of the Committee of Experts and the discussion of individual cases which appears in Part Two of this report.

Special cases

124. The Committee considered it appropriate to draw the attention of the Conference to its discussions of the cases mentioned in the following paragraphs, a full record of which appears in Part Two of this report.

125. As regards the application by Myanmar of the Freedom of Association and the Protection of the Right to Organize Convention, 1948 (No. 87), the Committee took note of the information repeated by the Government representative according to which his Government was committed to a process of change in the country's legislation in order to guarantee trade union rights. Nevertheless, the Committee recalled that the Committee of Experts and the Conference Committee had indicated to the Government, over a period of several years, the provisions of the legislation requiring amendment and up to now these changes in the legislation had not yet been accomplished. Consequently, the Committee expressed its deep concern and firmly urged the Government to adopt, in the very near future, the necessary measures in legislation and practice to guarantee to all workers and all employers without any distinction and without prior authorization the right to organize even outside the existing trade union structure should they so wish. The Committee trusted that it would be able to take note of substantial progress in the application of the Convention and requests the Government to transmit relevant detailed information in its next report.

126. The Committee trusts that the government concerned will take all measures necessary to correct the deficiencies noted and invites it to consider appropriate forms of ILO assistance, including direct contacts, to ensure that real progress is achieved by next year in the observance of its obligations under the ILO Constitution and the Convention in question.

Continued failure to implement

127. The Committee recalls that its working methods provide for the listing of cases of continued failure over several years to eliminate serious deficiences, previously discussed, in the application of ratified Conventions. This year the Committee noted with grave concern that there had been continued failure over several years to eliminate serious discrepancies in the application by Sudan of the Forced Labour Convention, 1930 (No. 29).

128. The Governments of the countries to which reference is made in paragraphs 125 and 127 are invited to supply the relevant reports and information to enable the Committee to follow up the abovementioned matters at the next session of the Conference.

Supply of reports on unratified Conventions and on Recommendations

129. The Committee notes that 153 of the 280 article 19 reports requested on the Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981, were received at the time of the Committee of Experts' meeting, and a further 10 since, making 58.2 per cent in all.

130. The Committee noted with regret that over the past five years none of the reports on unratified Conventions and on Recommendations requested under article 19 of the Constitution had been supplied by the following: Cambodia, Djibouti, Libyan Arab Jamahiriya, Papua New Guinea, Paraguay, Saint Lucia, Seychelles, Sierra Leone, Solomon Islands, Somalia, Yemen, Zaire.

Communication of copies of reports to workers' and employers' organizations

131. Once again this year, the Committee did not have to apply the criterion "The government has failed during the past three years to indicate the representative organizations of employers and workers to which, in accordance with article 23 (2) of the Constitution, copies of reports and information supplied to the ILO under articles 19 and 22 have been communicated".

Participation in the work of the Committee

132. The Committee wishes to express its gratitude to the 45 governments which collaborated by providing information on the situation in their countries and participating in the discussions of their individual cases.

133. The Committee is pleased to note that all governments invited and present at the Conference took part in the discussions concerning their countries.

134. The Committee notes with regret that the Government of one State which was not represented at the Conference, namely Seychelles, was unable to

participate in the Committee's examination of the cases relating to it. It decided to mention this country in the appropriate paragraphs of this report and to inform the Government, in accordance with the usual practice.

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135. The Committee has continued to strive to perform its role of examining information and reports on the application of Conventions and Recommendations according to its well-established working methods and traditions, but at the same time to meet the challenges posed by the changes which the Organization is undergoing. This has meant accepting the need for – and indeed promoting – innovation designed to improve the supervisory system. The Committee counts the strengthening of dialogue with the Committee of Experts, evidenced by the presence of the Chairman of that Committee during its general discussion, an undoubted success. It keeps an open mind on the possibility of other innovations to come – for example, in the means available of obtaining interpretations of Conventions, in the further reform of the reporting system, or in the more economical use of its own limited time for discussion. It emphasizes above all that the dynamism, the assiduity and the effectiveness of the ILO's system of the supervision of international standards are a peerless heritage both to be cherished and preserved, and to be constantly burnished and put to good use.

136. Finally, the Committee noted with interest that the Committee of Experts had decided to include in its next report its reflections on the present ILO system of setting and supervising standards and its future in the twenty-first century. The present Committee decided to devote a special sitting next year to the same subject. This will enable it too to contemplate the ILO's truly remarkable experience in the field of international standards in the perspective of the decades to come.

Geneva, 18 June 1993

(Signed) SANTIAGO PEREZ DEL CASTILLO
Chairman

KERSTIN WIKLUND
Reporter

PART TWO

OBSERVATIONS AND INFORMATION CONCERNING PARTICULAR COUNTRIES

I. OBSERVATIONS AND INFORMATION CONCERNING REPORTS ON RATIFIED CONVENTIONS (ARTICLE 22 OF THE CONSTITUTION)

A. General Observations and Information concerning Certain Countries

(a) *Failure to supply reports on the application of ratified Conventions*

The Employers' members noted that regular reports on the application of Conventions were the foundation of the supervisory machinery. Although the crisis concerning reporting had been discussed in the general discussion and an effort was being made to improve the situation, existing obligations must be observed as otherwise the system would become imbalanced or would dissolve altogether. On the one hand, a number of countries were regularly submitting reports, while on the other hand, a growing number of countries were not, and as a result the credibility of the supervisory system was in question. They observed that 45 countries were listed in the report as not having met their obligations to submit reports on ratified Conventions, but in the list of cases to be discussed only eight countries were mentioned. This had occurred because the other 37 States had eventually submitted their reports, but only after a major delay so that they could not be taken into account in the report of the Committee of Experts. The Employers' members suggested that countries which systematically were submitting their reports late should also be highlighted. They requested that all member States meet their obligation to provide reports punctually, and asked that the eight countries which had not supplied reports be listed individually in a special paragraph.

The Workers' members fully subscribed to the comments of the Employers' members, particularly with respect to the vital importance of punctual sending of reports. Late sending prevented the Committee of Experts from carrying out its work; time was required for such matters as translations of documents and research, and when due dates were not complied with there were inordinate difficulties and a breakdown of the process.

The Committee, recalling the importance of sending the reports on the application of ratified Conventions which constituted the foundation of the supervisory system, trusted that the Governments of Albania, Cambodia, Guinea-Bissau, Lao People's Democratic Republic, Lesotho, Liberia, Seychelles and Somalia would present the reports due concerning ratified Conventions, since as of this date they had not done so. The Committee decided to mention these cases in an appropriate paragraph of its General Report.

(b) *Failure to supply first reports on the application of ratified Conventions*

The Workers' members stressed the importance attached by the Committee of Experts to the obligation of a ratifying State to supply a first report. A first report was the basis of all the supervisory work of the Committee of Experts and it enabled this Committee to assess the implementation of a Convention in law and practice because a fair amount of detail should be provided in such first reports. They referred to paragraph 93 of the Report of the Committee of Experts in which it was stated that, of the 121 first reports due, a total of 75 had been received by the time the Committee of Experts' session opened, which in their view suggested that in future this problem could involve more than the two cases cited there, namely Cameroon (Convention No. 162) and Yemen (Conventions Nos. 122, 156 and 158). The failure to send first reports following ratifications, decided upon after due reflection, in their view put in doubt the seriousness of such ratifications. They expressed the hope that progress may be made in this matter.

The Employers' members fully supported the views expressed by the Workers' members and considered that certain doubts could arise regarding the real intention of countries to apply Conventions that they have voluntarily ratified. The supply of a first report should logically follow the approval and ratification of a Convention. They noted that, in reality, more countries than the two mentioned by the Experts had failed to provide first reports within a year, even if the Committee had shown some indulgence towards them in this respect. They nevertheless expressed the importance of the timely supply of complete first reports so as to enable the supervisory bodies to be effective. They urged the Governments of Cameroon and Yemen to supply such reports and requested that these two countries be cited in the general part of the report of this Committee.

A Government representative of Cameroon stated that her country had always respected its obligations under articles 19 and 22 of the Constitution and that this was the first time that her country had been mentioned for not having communicated reports on ratified Conventions. She indicated that such reports had been communicated on 10 May 1993 and asked for the forbearance of this Committee concerning this delay, which was due to reasons that were independent of the will of the Government. She assured the Committee that this situation would not recur.

The Committee took note of the verbal explanations offered by the Government representative of Cameroon to the effect that the report had been sent. The Committee hoped that the case of Yemen would be resolved quickly. It recalled the importance of sending the first report on a Convention which the country had ratified. The Committee decided to mention these two cases in an appropriate paragraph of its General Report.

(c) *Failure to supply information in reply to comments made by the Committee of Experts*

The Workers' members emphasized that the supply of information in response to comments made by the Committee of Experts was particularly vital, as such dialogue was indispensable for the work of the Committee. Although it was possible for the case of a country which failed to reply to be discussed in the Committee, often the Government in question would read out to the Committee a lengthy report that was impossible to understand on first hearing. On the other hand, if the Government had submitted the report in the first place to the Committee of Experts, an assessment of the report could have been made prior to the case coming before this Committee for consideration. Member States which did not reply did not escape examination by the Committee of Experts, but instead hampered its work and made it more difficult to obtain an up-to-date assessment of the situation in question. They recognized that a large number of countries did reply generally to the comments made by the Committee of Experts, but hoped that the small group that did not do so would fulfil this obligation in the future.

The Employers' members noted that the high number of requests by the Committee of Experts for replies to its comments was the result of reports which had been submitted that contained major shortcomings, were incomplete or were insufficiently clear. They reiterated their appeal that member States live up to their obligations in a more clear, punctual and complete fashion.

The Government member of Germany, in referring to the list of countries contained in paragraphs 87 and 96 of the Committee of Experts' reports, explained that the majority of the countries mentioned in paragraph 96 were also mentioned in paragraph 87, and that only six countries were mentioned only in paragraph 96. This meant that for the majority of the countries mentioned in paragraph 96 it could be observed that they had not responded to the questions raised by the Committee of Experts since they simply had not supplied the reports. He asked whether it would not be better to mention in this paragraph only the governments which had sent the reports but without responding therein to the questions raised, and to distinguish this case from those in which the governments had not supplied reports at all and therefore had not responded to the questions of the Committee of Experts.

A Government representative of Afghanistan stated that, as a result of the civil war, his country was faced with communication problems which were an obstacle to the sending of reports. He explained that this year it had not received any information on the Conference, and that of all of the ratified Conventions, reports had not been supplied on only five of them. He undertook to send the requested reports on these five Conventions.

A Government representative of Angola explained that it had not been possible to supply the information requested by the Experts on time because of mail delays in Angola. He assured the Committee that the Government would provide a full reply to the comments addressed to it.

A Government representative of the Bahamas apologized to the Committee for the failure of his Government to send replies to the questions within the specified time periods and recalled the explanations that the Government delegate of his country had made before the plenary of this Conference on Monday, 7 June 1993 on the situation which his country had experienced since 1988 and its desire since August 1992 to re-establish normal relations with the international organizations. He assured the Committee that the Government would provide a full reply to the comments which had been addressed to it.

A Government representative of Cameroon recalled, with regard to observations made by the Committee in paragraph 96 of the Report of the Committee of Experts, that the Committee had not received a reply to the comments of the Committee of Experts for the same reasons that it had also not received the first reports on the application of ratified Conventions. She assured the Committee that the Government would supply a full reply to the comments which had been addressed to it.

A Government representative of Côte d'Ivoire stated, with regard to observations and direct requests of the Committee of Experts concerning Conventions Nos. 29, 52, 87 and 136, that his Government had sent a reply on 27 February 1993 but did not then have all the necessary information. He drew this Committee's attention to the fact that the economic and social context of his country sometimes made the collection of requested information difficult and, to a greater extent, made problematic the communication of such requested information between Côte d'Ivoire and the ILO. He assured the Committee that the Government would try to send a full reply to the comments which had been addressed to it.

A Government representative of France, while indicating that his country could also have been mentioned for the omissions evoked under the preceding point, requested the Committee to excuse it for not having supplied within the desired time the replies to observations of the Committee of Experts. He stated that his Government was required to send at least 253 reports this year and that the omission, for which it was at fault, should not in any way be considered a change in attitude on its part towards the supervisory system of the ILO, but was simply attributable to an administrative lapse that he hoped the Committee would understand and which he was convinced would not recur.

A Government representative of Iraq stated that his Government regretted all the more not having supplied on time its responses to the Committee of Experts' comments since his country was very dedicated to international labour standards, maintained a continuous dialogue with the social partners and generally attended to supplying on time the reports due on ratified Conventions. He assured the Committee that his Government would endeavour to supply a full reply to the comments that had been addressed to it.

A Government representative of Kuwait regretted that for the first time since 1961, the year when it joined the Organization, his country would be mentioned for not having met one of its obligations. He asked the Committee to understand that the destruction which his country recently had undergone hindered competent administrative services from carrying out their normal duties, and he assured the Committee that the comments of the Committee of Experts would receive a prompt reply.

A Government representative of Malawi stated that the replies to the Committee of Experts' comments concerning the application of Conventions Nos. 111 and 144 would be finalized soon and communicated to the Office. Contacts and discussions had been held with the Minister of Health regarding comments made on the first report on the application of the Nursing Personnel Convention, 1977 (No. 149) and an appropriate response would be submitted to the Office in due course.

A Government representative of Zimbabwe stated that his Government had not communicated the infomation required on the comments of the Committee of Experts on the application of the Tripartite Consultation Convention, 1976 (No. 144) due to technical, administrative and communications problems. Having taken note of the comments, he gave the assurance that the replies would be communicated.

The Workers' member of Kuwait stated that the problem of the non-supply of replies to comments was not a new one and was an obstacle to the work of the Committee of Experts. Certain governments communicated replies only after the meeting hoping in that way to avoid replying to the questions raised. Ratification implied respect of the minimum standards and countries should raise the level of their national standards to match those contained in the Conventions. Referring to the intervention of the Government representative of Iraq, the speaker considered that that country had indeed ratified a large number of Conventions but it did not at all respect them.

The Government representative of Iraq declared that his country was attaching great importance to the application of international labour standards and had always provided the replies.

The Committee took due note of the oral information provided by the Government representatives of Afghanistan, Angola, Bahamas, Cameroon, Côte d'Ivoire, France, Iraq, Kuwait, Malawi and Zimbabwe. It stressed the importance for the preservation of the necessary dialogue and of the communication of clear and complete information in reply to the comments of the Committee of Experts. In this connection, it expressed its profound concern at the very high number of failures to reply to requests for information from the Committee of Experts.

It recalled that the assistance of the Office may help governments to overcome some of the difficulties mentioned in the discussion. The Committee urged the Governments concerned (Afghanistan, Angola, Bahamas, Belize, Cameroon, Central African Republic, Côte d'Ivoire, Djibouti, Ethiopia, France, Guinea Bissau, Guyana, Iraq, Kuwait, Lao People's Democratic Republic, Lesotho, Liberia, Malawi, Nepal, Niger, Saint Lucia, São Tome and Principe, Seychelles, Solomon Islands, Somalia, Yemen and Zimbabwe) to spare no efforts so that the information requested would be communicated as soon as possible. The Committee decided to mention these cases in an appropriate paragraph of its General Report.

(d) *Failure to supply reports on unratified Conventions and on Recommendations*

The Employers' members recalled that the choice of unratified Conventions on which the reports were requested was made by the Governing Body with the aim of having information on the situation in law and in practice with regard to a given Convention. The reports communicated formed the necessary base to evaluate the situation in the various countries and were also very valuable in envisaging future measures, in particular with regard to the eventual need to revise the instruments. The Employers' members noted the low percentage of the reports received (54.9 per cent) as well as the fact that 13 countries listed had not supplied any reports for the past five years. Recalling that the governments which communicated information under article 19 of the ILO Constitution did not have to fear criticism, they insisted that States should comply with their obligations in the future. The failures to do so should be mentioned in the appropriate part of the report.

The Workers' members, sharing the view of the Employers' members, pointed out that a General Survey was particularly valuable when a State was envisaging the ratification of a Convention.

The Committee stressed the importance of this constitutional obligation to send reports on non-ratified Conventions and Recommendations. These reports permitted, in particular, an assessment of the situation throughout the world in the context of general surveys. The Committee urged all States to fulfil their obligations in this regard. It hoped that the Governments of the following countries: Cambodia, Djibouti, Libyan Arab Jamahiriya, Papua New Guinea, Paraguay, Saint Lucia, Seychelles, Sierra Leone, Solomon Islands, Somalia, Yemen and Zaire would duly meet their obligations under article 19 of the ILO Constitution in the future. The Committee decided to mention these cases in an appropriate paragraph of its General Report.

Antigua and Barbuda. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 11, 17, 19, 29, 81, 87, 98, 105, 111 and 138 and the replies to certain of the Committee's comments.

China. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 11, 17, 19, 29, 81, 87, 98, 105, 111 and 138, and the replies to certain of the Committee's comments.

Costa Rica. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 11, 92, 113 and 148 and the replies to certain of the Committee's comments.

Dominica. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 11, 12, 14, 16, 19, 22, 26, 29, 81, 87, 94, 97, 98, 100, 105, 111 and 138 and the replies to certain of the Committee's comments.

Ecuador. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 101, 110, 111, 119, 120, 122, 128, 131, 144, 159 and 162, and the replies to certain of the Committee's comments.

Guinea-Bissau. Since the meeting of the Committee of Experts, the Government has communicated the following information:

Due to administrative dificulties, the Government was not in a position to send the reports due.

Iraq. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 111 and 131.

Jamaica. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 19, 26, 81, 87, 97, 111 and 122, and the replies to certain of the Committee's comments.

Lebanon. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 1, 15, 17, 19, 30, 52, 59, 77, 78, 81, 88, 89, 95, 98, 100, 106, 111, 115, 120, 122, 127 and 131, and the replies to certain of the Committee's comments.

Luxembourg. Since the meeting of the Committee of Experts, the Government has sent the replies to certain of the Committee's comments.

Malawi. The Government has supplies the following information:

The Government regretted the delay in supplying the reports due this year on the application of ratified Conventions. However, this was the exception rather than the norm due largely to staffing problems. The reports in question were now in the final administrative stage and would soon be made available to the Office. Contacts had been made and discussions held with the Ministry of Health regarding comments made on the first report of the Nursing Personnel Convention, 1977 (No. 149). An appropriate response to the comments made by the Committee of Experts would be submitted to the Office in due course.

Paraguay. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 1, 11, 26, 29, 30, 81, 87, 99, 107, 111, 119, 120 and 122, and the replies to certain of the Committee's comments.

Trinidad and Tobago. Since the meeting of the Committee of Experts, the Government has sent the replies to certain of the Committee's comments.

Venezuela. Since the meeting of the Committee of Experts, the Government has sent the reports due on Conventions Nos. 1, 11, 19, 22, 27, 29, 87, 105, 120, 142, 144, 149 and 150, and the replies to certain of the Committee's comments.

B. Observations and Information on the Application of Conventions

Convention No. 5: Minimum Age (Industry), 1919

Singapore (ratification: 1965). A Government representative stated that his Government strongly believed that, in principle, the employment of children and young persons below the age of 14 in industrial undertakings should be prohibited. Exemption should only be given where there were very good reasons to do so and where the health and safety of young persons was not compromised. On this basis the Employment Act prohibited the employment of children below the age of 12. For young persons at the age of 13, employment was also prohibited in industrial undertakings unless written approval was granted by the Commissioner for Labour. The speaker had explained the reasons why this provision was retained in the law pointing out that Singapore was a small country with a need to industrialize and that it was therefore important that young persons acquired the skills and the qualifications meeting the changing needs of the industries. He stated that no child labour existed in his country and requested more flexibility in the application of the Convention. He expressed appreciation of the results of the visit of the regional adviser on standards to Singapore last year. His country had taken the comments of this Committee very seriously. The Employment Act was currently under examination including the provisions which were the subject of the comments, comments which will be taken into consideration. If there would be no need to retain the provisions in question, then they would be eliminated from the law in due course.

The Workers' members considered that the oral information supplied by the Government and in particular its wish to have more flexibility in the application of the Convention seemed to be in contradiction with the indications contained in the comments of the Committee of Experts that the Commissioner for Labour had never granted any authorization and that the Government had repeatedly expressed its intention to bring the legislation into conformity with the Convention. This matter should be once again considered by the Committee of Experts.

The Employers' members considered that basically the Government requested to retain the limited exception from the Convention which it would not abuse. But unlike some Conventions, this Convention was drafted in very clear terms and really did not require any interpretation. The exceptions provided for in Articles 2 and 3 were very specific and gave no scope for leniency, deviation or flexibility. The Government should reconsider its position in the light of these obligations.

The Workers' member of Pakistan, noting the Government's considerations on the need to have an educational system giving proper qualifications to meet the future employment eventualities, stated that the requirements of the Convention should be respected. He stressed that both in the developed as well as the developing countries children should receive proper education and training instead of being sent to work. The Government should bring its law into conformity with the Convention.

The Government representative repeated that basically there was no child labour in his country, even if technically there was not total conformity with the Convention. The trade unions and the employers of his country shared this view. In some other countries, while the law prohibited child labour, it still existed in practice. The Government requested the necessary time to proceed with the examination of the provisions which would be deleted if considered unnecessary.

The Workers' member of the Netherlands asked the Government to provide information on the number of children under the age of 14 who were engaged as apprentices, as was requested by the Committee of Experts.

The Government representative replied that he did not have such statistics which were within the competence of the Ministry of Education, but he believed that this information had already been sent to the ILO. If not, he would supply it upon his return. He indicated that the educational system in Singapore was such that most children below the age of 15 were still in school.

The Committee took note of the statement made by the Government representative. While noting the non-application in practice of the relevant regulation, the Committee reiterated its concern and hoped that the Government would revise the applicable legislation which, even if not applied in practice, was in contradiction with the requirements of the Convention. The Committee hoped that the Government would soon communicate information on the measures adopted in order to achieve the necessary harmonization.

Convention No. 26: Minimum Wage-Fixing Machinery, 1928

Chad (ratification: 1960). A Government representative stated that her Government had faced many crises over the past decades characterized by the drop in purchasing power of workers and the loss of many rights including freedom of association. In order to extricate the country from this permanent crisis which prevented any development the people of Chad had accepted to commence discussions to resolve these problems. The National Sovereign Conference had reached certain bitter conclusions, in particular those relating to the non-observance of international labour standards. That Sovereign Conference had requested the transitional government to do its utmost so as to guarantee respect for its international obligations. In order to rectify the errors committed by previous governments and taking into account current economic problems, this Government undertook to negotiate a social pact with the social partners. To this end initial contacts had taken place at the beginning of May 1993. The transitional government aimed at guaranteeing a satisfactory standard of living to all workers and their families and as such it had contacted the Workers' representatives to discuss the modalities of fixing wages. The Government accepted the legitimate comments made by the Committee of Experts. It however recalled the problems it faced in bringing the national legislation into conformity with the Convention and sought the technical assistance of the ILO in this respect.

The Workers' members thanked the Government representative for the new information provided which the Committee of Experts would examine in detail. They noted the decision of the National Sovereign Conference according to which the Government should respect its international obligations, accept the comments of the Committee of Experts and maintain its intention to negotiate a social pact. The Workers' members stressed the importance of this undertaking in view of the fact that the level of the minimum wage in the country had not been upgraded since 1978. They firmly supported the views of the Committee of Experts that minimum wages were an important element of the fight against poverty particularly in the context of the current structural adjustment. They fully agreed with the request of the Committee of Experts for the Government to indicate any developments in the matter and to communicate information on the participation of concerned employers and workers in decisions regarding minimum wage fixing. They emphasized that mere announcement of decisions taken did not constitute real consultations, which constituted a prerequisite for all successful structural adjustments as well as the resolution of all problems relating to trade union rights.

The Employers' members also noted that for a long time minimum wages had not been revised which, in their view, was a violation of the Convention. They acknowledged that the economic problems and extreme poverty of the country were the causes of this situation. Even if the Government representative attributed the situation to errors committed by previous governments, the current situation continued to be very serious. They further emphasized the fact that the International Monetary Fund and the World Bank provided important assistance to countries like Chad, even if their demands and recommendations were often difficult to implement. The Employers' members expressed the hope that minimum wage fixing would not be destroyed by galloping inflation in view of the stated intention of the Government to rectify this situation. They considered that any solution should be the result of a consensus which was the only way of arriving at a social pact and improvements regarding the implementation of the Convention.

The Government representative noted with interest the statements made by the Workers' and Employers' members and added that the employers in her country were prepared to fix minimum wages and that agreement in this respect had been reached in tripartite meetings that had taken place in May 1993.

The Committee took note of the information provided by the Government, of the difficulties facing it, as well as of its firm intention to bring its legislation and practice into conformity with the Convention using the technical assistance of the ILO. The Committee wanted to trust that the Government would supply information in its next report on the concrete progress made in this regard which was of fundamental importance to the workers. The Committee emphasized the importance of the employers' and workers' participation in minimum wage fixing, including with a view to ensuring the success of the structural adjustment programme.

Convention No. 29: Forced Labour, 1930

Brazil (ratification: 1965). A Government representative, the Secretary of Labour Relations of the Federal Government, stated that the problems relating to Conventions Nos. 29 and 105 constituted priorities for the Government. He also stated that the ILO's International Programme for the Elimination of Child Labour (IPEC) was very important for his country in that it permitted it to deal with the problem of child labour which constituted a basic concern of the Government. After recalling the context in which the current Government was formed, he stated that the new Minister of Labour, who had a long experience in the trade union movement, would deal seriously with the questions regarding these Conventions. As was clear from the documents submitted to this Committee, in all the cases in which forced labour was alleged, including those transmitted to it through the ILO, had been investigated and had resulted in a number of police inquiries and inquiries by the Attorney-General for Labour Matters, including the imprisonment of some employers. With regard to the complaint made by the National Confederation of Agricultural Workers (CONTAG) relating to the Medasa distillery, the Government representative had given a number of indications of the measures taken by the authorities and had stated that the military police of the State of Bahia had not uncovered the existence of forced labour and that the labour inspectorate had only revealed the non-implementation of the laws regarding safety and health at work, lack of hygiene at the workplace or the absence of a register of workers. The activities of the labour inspection service had, however, contributed to the improvement of conditions of work. It was important to stress that in the 44 cases of complaints of forced labour lodged against enterprises, labour inspectors had not been able to detect such forced labour on arrival at the sites. This did not, however, mean that such practices did not exist in the country because complaints might possibly result in a change in the conditions of work that the labour inspectors noted in due course. Twenty-seven additional vehicles had been bought in order to strengthen the effectiveness of the labour inspection service and an additional ten helicopters had also been purchased to strengthen supervision activities. The enormous size of the country (8,500,000 km2) and the dispersal of the population throughout the northern and north-eastern regions (6 per cent of the population in 65 per cent of the national territory) should not be forgotten. As was also clear from the documentation presented to this Committee, determined action was undertaken with regard to the labour inspection service in cooperation with the Public Ministry of Labour and the support of the federal police and that of the police of the state Governments, in order to intensify the monitoring of the implementation of the law. In states like Espirito Santo, measures taken by the Ministry of Labour to implement the law had resulted in reactions followed by threats of violence made by rural employers. Coercive action by the State was not sufficient to apply the law and put a stop to such allegations. For an effective solution, the society as a whole and workers and employers in particular should be involved in this action. The first meeting of the National Committee on Labour had recently taken place following discussions between the major social partners. Workers, employers and other groups were represented in this committee. One of the subcommittees would have the specific task of the elimination of forced labour in Brazil and the elaboration of approaches to this question. The former programme for the elimination of forced labour had been changed to a project of the subcommittee of the National Committee on Labour in which, in addition to the Government, the society as a whole (trade unions, employers' organizations, National Foundation of Bishops, CONTAG, etc.) participated. Trade unions could present allegations of cases of forced labour and of inhuman conditions of work. Employers' associations would also have specific functions with regard to the very few employers who imposed this type of work and working conditions. The new policy of the Ministry of Labour was currently being applied in different provinces, where very interesting experiments were being observed such as the one developed by the Chamber of Inspection and Promotion of Rural Labour of Minas Gerais. In addition to the increase and upgrading of technical equipment, a process of modernization of the labour inspection service had begun, and a training programme for inspectors had been set up which, in a period of one-and-a-half years, would train 3,200 inspectors. An ILO official recently undertook a mission to Brazil to develop and improve the rural labour inspection service and the terms of a technical cooperation agreement in this area were discussed. The deepest causes that led workers to expose themselves to such inhuman conditions of work were to be found in the poverty affecting more than 30 million people in the country where most lived in rural areas. The objectives of the Government were the reduction of the rate of inflation which was more than 100 per cent a year, and the fight against poverty. The Government, therefore had to stimulate economic growth and the creation of employment. The Minister of Labour would have discussions with the Director-General of the ILO in July 1993 regarding possible technical assistance by the Office. As a result of the ongoing process and with international technical cooperation, Brazil could succeed in eliminating forced labour.

The Workers' members noted that for a number of years the report of the Committee of Experts had contained comments concerning the implementation of Conventions Nos. 29 and 105, and that this Committee had widely discussed this case in 1992. The Workers' members and the Employers' members had at the time drawn the attention of the Government to the seriousness of the problems and had expressed their dissatisfaction at the Government's replies and had further insisted that this case be examined this year. In 1992 the Government representative had denied the existence of forced labour despite a great deal of information to the contrary. This Committee had then noted the absence of political will on the part of the Government to eradicate this problem, in particular in view of the recent ILO reports indicating high incidences of forced labour among the young (about 7 million children). This year the Committee of Experts had noted the detailed information provided by the Government. The Workers' members considered this to be a constructive development compared to the attitude of the Government last year. The Committee of Experts had also noted the measures already taken by the Government (penal prosecutions, labour inspection and the PERFOR programme to eliminate forced labour and hiring on the basis of false promises). These measures confirmed what the Government representative had stated this year. The Workers' members, however, considered that this information could be supplemented as the Government had expressed its intention to follow up all the cases of forced labour reported to it. They underlined the importance of making serious efforts in the field and drew the attention of this Committee to the information supplied by the Association of Labour Inspectors of Brazil (AGITRA) according to which forced labour had greatly increased while the number of labour inspections conducted had fallen. According to this same information, the successive changes made in the Ministry of Labour had resulted in the discontinuance of programmes, including the rural labour inspection programme. The Workers' members considered this information to be disturbing as the complaints made proved that, in practice, forced labour and child labour were widely practised. Although some progress could be noted even though it was insufficient, forced labour still required the implementation of an overall policy that involved the participation of the entire population, of all the political authorities concerned, and the social partners. In this respect, the Workers' members were of the view that structural measures were needed in particular with regard to a more systematic monitoring of labour legislation, the imposition of sanctions and a wider coverage of minimum wages and the implementation of a more equitable fiscal policy which would permit the funding of an information and education policy. They hoped that the Committee, in its conclusions, would emphasize the importance of more detailed information on the real impact of the PERFOR programme as well as on the measures referred to by the Committee of Experts. The Committee should also stress the coordinating and effective measures that needed to be taken and the importance of concrete programmes not only in the educational field but also with regard to minimum wages. These two areas constituted fundamental ways of fighting poverty. Such widening of the approach to fighting forced labour was, in the view of the Workers' members, indispensable. They expressed the hope that they would be able to note the real progress made in this case next year, particularly following the positive change of attitude of the Government this year and in view of the fact that 1994 would be the year for reporting on Convention No. 29.

The Employers' members shared the assessment of the situation made by the Workers' members. They particularly welcomed the detailed statement made by the Government representative which, contrary to last year, acknowledged the existence of such problems. This undoubtedly showed the commitment of the Government to this question. The Employers' members wanted to refer specifically to the problem of debt bondage. The persons concerned were often obliged to travel far to obtain work, were paid salaries that did not enable them to reimburse their debts and had insufficient funds to return home. In this respect, the Government had acknowledged the existence of a serious problem and indicated that there were prosecutions under the Penal Code in this respect. While welcoming the measures taken by the Government, the Employers' members considered this to be the tip of the iceberg and that much remained to be done. They also considered that the Government should communicate to the Committee of Experts more detailed information concerning the PERFOR programme, its successes, reasons for any failures and other problems faced. Given the fact that the Experts had noted the discontinuance of some programmes, they urged the Government to correct the situation in a more systematic way. In this respect, it was encouraging to note that the Government had established a tripartite committee to fight forced labour. Even though such tripartite meetings constituted a positive approach, it was vital that the decisions taken by them be implemented rapidly. With regard to child labour, it was true Brazil had adopted a set of laws prohibiting such practice. The problem remained the implementation of this legislation and the Government had acknowledged the need for effective labour inspection in this vital area. They acknowledged the measures taken by the Government to improve the effectiveness of labour inspection and hoped that the Government would continue to improve further its effectiveness and take all other necessary measures in the very near future to implement these two Conventions.

The Workers' member of Brazil stated that her country was faced with many serious problems, aggravated by the current economic crisis. This situation resulted in forced labour and child labour, further complicated by the lack of schools and the absence of attention paid to children. In the last few months efforts had been made by the Government in this regard with the participation of the trade union movement and the technical assistance of national and international organizations including the ILO. Inspection visits and control measures taken had enabled positive changes to be seen. The State played an important role in controlling and implementing labour standards and it should increase its human resources and equipment so as to control effectively such practices. Finally, she indicated that employers should make efforts including through campaigns to inform themselves so as not to indulge in forced labour.

The Government member of the United States joined previous speakers in welcoming the much more cooperative and constructive attitude of the Government, as well as the efforts it was making to eradicate this very long-standing and prevalent problem of forced labour in the country. Based on her reading of the Committee of Experts' report what was needed was a more rigorous inspection throughout the country, effective and strictly applied sanctions and improved working conditions. She pointed out the further need for a widespread programme of education, to be carried out with the assistance of workers' and employers' organizations in order to raise social consciousness about and give wider publicity to the victims and the offenders in this respect which, in her view, was necessary for a comprehensive attack on both forced labour and child labour. She stated that there were many cases where landowners were not even aware that forced labour was taking place on their property. She acknowledged the Government's statement which stressed the need for a change of mentality and behaviour by all elements of society and she hoped to see positive results in the next report of the Committee of Experts.

The Workers' member of New Zealand agreed with the statement made by the Workers' members regarding this very serious case. He shared their concern about the disparity between the law and the assurances given by the Government representative, on the one hand, and the other information, in particular the detailed report of the labour inspectors and of the Workers' members of Brazil, on the other. He acknowledged the Government's statement of good intentions and its recognition of the need for not only a more effective enforcement programme but also for an educational promotion programme as suggested by the Workers' members and the Government member of the United States. He felt that employers had to accept greater responsibility for ensuring that there was a widespread understanding that these practices constituted infringements of international standards and were unacceptable. He further drew the Committee's attention to paragraph 111 of the Committee of Experts' report regarding the need to maintain effective sanctions and, in particular, monetary penalties in countries having high rates of inflation.

The Workers' member of Colombia considered the situation to be dramatic and that close to the dawn of the twenty-first century, millions of workers, including children, still worked in conditions of slavery. This situation which was spreading throughout Latin America and other developing countries existed in Brazil and was recognized by the Government representative who had stressed the goodwill of the new Government. In his view it was indispensable to spell out the measures that Brazil would take to fight forced labour effectively. However, it was necessary to begin the process of social transformation through the distribution of national wealth in order to make effective progress in this domain. Finally, he referred to the complaint made to the Governing Body by the Latin American Central of Workers (CLAT), including the relevant evidence provided regarding work under conditions of slavery in Brazil, but stated that no information had been received regarding the follow-up of this complaint.

The Government member of Germany also noted the cooperative attitude of the Brazilian Government in contrast to that of last year. This Committee was justified in thinking that the current Government had the intention of correcting the situation. He acknowledged the fact that the Government was facing considerable difficulties in its task, and welcomed the consensus among all groups on this question on which the Government seemed to base its action. He emphasized the fact that Brazil was one of the six target countries in the first phase of the implementation of the ILO-IPEC Programme and that cooperation with the Government was satisfactory.

The Workers' member of Italy stated that when he first learnt of this case last year he had been shocked by the gravity of the problem, which affected millions of children subjected to forced labour. He emphasized that one could not accept the fact that a country of Brazil's international importance should face a problem of this nature. In light of the information provided to this Committee, the Government now should adopt a cooperative attitude in order to attain concrete results through increases in resources, initiatives and the number of inspectors and thus eliminate as soon as possible this serious problem.

The Workers' member of Argentina supported the statements made by the Workers' members and indicated that within the framework of MERCOSUR a committee on labour matters had decided that the four countries involved in the integration process should ratify a number of ILO Conventions including Conventions Nos. 29 and 105 and that integration should be attained by 31 December 1994. This integration could be effective before such date if Brazil did not eliminate forced labour. The Coordinator of the Union of the four MERCOSUR countries would do her best to eliminate this plague. He wondered whether, with the support of the central trade unions and with the efforts of the Government, Brazil could perhaps bring a different message next year.

The Employers' member of Brazil stated that her organization, the National Confederation of Industry, had offered to participate in the PERFOR programme as this programme did not provide for the participation of employers' organizations.

The Workers' member of the Netherlands considered that this Committee should welcome the positive changes in the attitude of the Government without unduly exaggerating such changes. It was now necessary to note results before expressing any further satisfaction. The conclusions of this Committee should, while welcoming the attitude of the Government, state the need to wait for the examination of the Government's report by the Committee of Experts before coming to any conclusions on this case. He also agreed with previous speakers who had emphasized the need for the Government to include organizations of workers and employers in the search for solutions to the problems and hoped that this point would be included in the conclusions of this Committee.

The Government representative thanked the speakers who had taken part in the discussions. In reply to the Workers' members, he stated that workers' and employers' organizations, among other interested parties, were involved in the transformation of the PERFOR programme. The elimination of the practices and conditions of work described above was not possible unless the social partners altered their attitudes. He submitted to this Committee a great deal of documentation regarding the practical effects of the new attitude and policy of the Ministry of Labour and of the Government, including the vigorous work done by the labour inspectorate. A national committee on labour had been established with a view to solving on a global level the problems of forced labour and this committee would hold its first national meeting on labour matters soon. He also referred to training programmes involving 3,000 labour inspectors. His Government intended to involve society at large, including workers' and employers' organizations, in resolving these problems and in the supervision of the implementation of legal standards. It was necessary to implement profound structural transformations, and, to this end, specific programmes for development and growth of the standard of living of rural areas was in the process of being prepared in consultation with workers' and employers' organizations. The Government's next report would contain information on the results of the important and effective measures taken.

The Committee welcomed the information provided by the Government representative, in particular its ongoing activities in this area undertaken with the assistance of the ILO's IPEC programme. It also took note with interest of the PERFOR programme in which representatives of workers' and employers' apparently participate along with other groups. The Committee further noted that the labour inspectorate had not uncovered any cases of forced labour but that the Government intended, with the assistance of the ILO, to strengthen this service. The Committee was pleased to note the cooperative attitude now shown by the Government. The Committee noted with concern, however, that the allegations examined by the Committee of Experts were submitted by AGITRA, labour inspectors and by Latin American and international workers' organizations. These allegations concerned forced labour of thousands of workers under inhuman conditions, involving violence which could result in death, hiring on the basis of false promises, debt bondage and child labour. These constituted very serious violations of basic provisions of this Convention. The Committee considered that comprehensive measures, including education and a campaign against poverty that permitted an increase in public awareness of the situation, were required. The Committee hoped that the Government would intensify its efforts to ensure continuity of the programmes established in order to eradicate forced labour throughout the national territory. It also hoped the Government would strengthen the system of labour inspection, in particular rural labour inspection, by providing sufficient equipment and human resources, by involving the entire society and by effectively using all law enforcement powers of the State to fight this plague through the strict application of the sanctions provided for by the national Constitution and the Labour Code. The Committee trusted that the Government would communicate detailed information regarding the real results of this new policy so as to allow it to record significant progress made in resolving these very serious problems.

The Government representative requested that the conclusions of the Committee should not include any reference to the allegations made by AGITRA and the workers' organizations, in view of the fact that the Government had taken measures in this respect and had implemented the law.

The Chairman of the Committee pointed out that such references were made during the discussions that had taken place, thus justifying their inclusion in the conclusions.

Cuba (ratification: 1953). The Government supplied the following information:

At the request of the Committee of Experts, the Government submitted resolution No. 1 of 5 January 1993 passed by the Minister, President of the State Labour and Social Security Committee after having consulted trade union organizations throughout the country. This resolution repealed resolution No. 590 of 1980, which had been the subject of an observation by the Committee of Experts. It emphasized that resolution No. 1, in addition to repealing the previous resolution, provided improved details on this matter, removing from the labour records the lists of merits and demerits of workers that were recorded in accordance with repealed resolution No. 590 of 1980.

It also recalled that in the written information presented by the Government at the 79th Session of the International Labour Conference there was included as an appendix the text of section 82 of the Draft Regulation on Employment Policy, with an example of the new form of labour record setting out its current content, in which it was stressed that the list of merits and demerits instituted by the repealed resolution No. 590 of 1980 was not a part of such record.

With regard to the penultimate paragraph of the observation of the Committee of Experts, the criteria already stated were repeated with regard to the non-existence in the country of any form of forced labour within the terms of the Convention. The work day was clearly limited under the Labour Code. No worker was forced, either by the legislation or in daily practice, to work beyond the work day established in his workplace, nor was any type of pressure exerted on workers to carry out voluntary labour. The rights of workers were established in the labour legislation with the guarantees that were necessary for them to be exercised, without the conditions invoked by some worker or employer members with regard to voluntary labour.

In addition, a Government representative stated that she did not understand why the Committee of Experts had reiterated the observations made in 1991 on the basis of the evidence of poor credibility provided by the biased persons who were not really concerned with human rights. The Government had already submitted oral and written replies and five investigations had been carried out on the different cases in Cuba. Without presenting any new elements it was declared that the consideration of this case should continue on the basis of resolution No. 590 of 1980 and the allegations that Cuban workers were under pressure to exercise voluntary labour. In its written replies submitted to the ILO, the Government indicated that resoluton No. 590 of 1980, which referred to the lists of merits and demerits, had been repealed by resolution No. 1 of 1993, a copy of which had been provided. This amounted to more than a formal repeal because the lists of merits and demerits would be taken out of the labour records of workers. This demonstrated the Government's engagement to eliminate from the labour legislation any ambiguous provision which could be misinterpreted and exploited for political purposes. The Labour Code laid down very precise conditions as to the working day, leisure time, vacations, in conformity with ratified Conventions. The workers were not subjected to any form of pressure.

The Workers' members, recalling the discussion in this Committee in 1992 and the requests formulated by the Committee of Experts, took note of the oral and written information supplied by the Government. The repeal of resolution No. 590 of 1980 constituted a first step to ensure that there was no implicit pressure on the workers to accept voluntary labour. It was therefore appropriate to follow developments in the situation, as was in fact requested by the Committee of Experts.

The Employers' members associated themselves with the declaration of the Workers' members. As the system of merits and demerits existed in Cuba for some time, it may in fact be systemic even without the resolution No. 590 of 1980. Some follow-up was required here to determine whether in fact the repeal of this resolution was really meaningful. The Government should provide information as to what was being done to assure that employers were not keeping informal records that would relate to transfers and promotions and other benefits due to workers.

The Workers' member of the United States, joining with the statements of the Workers' and the Employers' members, declared that the repeal of resolution No. 590 of 1980 was but a first step. The question was to know whether, beyond the formal action taken, there existed some underlying systemic problems. Certain rights, privileges and advantages, whether or not job related, were assigned by the degree to which a worker was willing to do compulsory, unpaid overtime work. The official sources indicated that an impressive number of workers had worked overtime. The Government asserted that no worker was punished, harassed or deprived of any right for failure to volunteer and confirmed the changes in law. The change in practice was needed on a par with the changes in law and the Government should provide information required to confirm its intention to respect the Convention.

The Workers' member of Cuba declared that Cuban workers had accepted the repeal of resolution No. 590 of 1980 and the elimination of the list of merits and demerits from the labour records. The voluntary labour was eminently voluntary in nature which had its origin in the social conscience and in the spirit of solidarity of the workers' collective who voluntarily undertook to contribute to the construction of social works for the benefit of the workers themselves. This voluntary work, which contributed to the solution of social problems, was supported by the unions and did not include any aspect of coercion.

The Government representative recalled that provisions concerning the working day, overtime and the workers' rights were contained in the Labour Code and workers could have recourse to the tribunals against violation of their rights. The decision to repeal the resolution was based on the fact that the administration had no interest in supervising, directing or organizing any type of work which was over and beyond the standard working hours approved by the workers in each centre of work in accordance with the Labour Code. The files containing merits and demerits had not been utilized as an indirect form of pressure on the workers or for the acquisition of consumer goods. She expressed the hope that, with the repeal of the resolution, the Committee of Experts would close this matter which certain persons had misused for propagandistic and political purposes. A union recognised as trade union activity those workers who had demonstrated an attitude of solidarity, without this having any other significance.

The Workers' member of Paraguay, referring to the declarations that the work was essentially voluntary and did not contain any element of coercion, estimated that the situation should be studied in a profound manner and that the ILO should, with the agreement of the Government, carry out an investigation in the field to verify the validity of these allegations. It would not be justified to close the case without the necessary guarantees and legal and practical elements and without verifying the existence of a violation of the will of the Cuban workers to undertake this so called voluntary labour.

The Employers' member of Cuba stated that the voluntary labour was indeed voluntary and was carried out in dignity. It was carried out by the workers themselves in order to resolve their problems of housing, health and education.

The Committee took note of the oral and written information provided by the Government representative and of the discussion on the issues raised in the report of the Committee of Experts on voluntary labour. The Committee noted that the adoption of resolution No. 1 of 5 January 1993 which repealed resolution No. 590 of 11 December 1980 and provided for the elimination of the lists of merits and demerits of workers from the labour records was an important step in the solution of the problem in question. The Committee hoped that this first step would be followed in practice by new progress that would contribute to the complete elimination of any form of coercion involved in voluntary labour and that the Government would provide detailed information in this regard.

India (ratification: 1954). A Government representative stated that a high level of awareness already existed in India about the problem of bonded labour and the Government was making every possible effort to eradicate it. He recalled that two centuries of continuous and perpetual economic exploitation had made India a land of poverty and famine. The awakening against this bondage had only occurred quite recently, after independence. The country had conquered the famine and it was only a question of time before it also conquered the bondage. He was confident that as his country's economic strength increased, debt bondage would disappear. The will of the Government and of the people to eradicate this problem could be seen in the existence of legislative provisions banning debt bondage, the effective follow-up to executive action, judicial remedies, the discussion in Parliament and in state legislatures, the adequate publicity given by the media, and the voluntary agencies active in this field. He recalled that comprehensive legislation had been adopted in 1976 through the Bonded Labour System (Abolition) Act which extinguished the liabilities of bonded labourers and made offences punishable. Bonded labour was not only prohibited by the Constitution and specific legislation, but was also combated administratively by the executive apparatus of both the central and state Governments. Administrative action consisted of three stages: identification, release and rehabilitation. The central Government continued to advise the state Governments to conduct periodic surveys for the identification of bonded labourers and to take steps for their release and rehabilitation. They have also been advised to involve voluntary agencies and social action groups in this task. Identification and release of bonded labourers were not sufficient however. The Government, therefore, provided three types of rehabilitation grants: land-based, non-land-based and skill-craft-based. Furthermore, vigilance committees had been set up in districts and subdivisions of states in order to enforce properly the Bonded Labour System (Abolition) Act. These committees periodically reviewed their work which was, in turn, also monitored. The Government would approach the ILO in the near future in order to improve this monitoring mechanism. He indicated that 256,000 bonded labourers had been identified and 233,000 had been rehabilitated. It was, therefore, not appropriate to conclude that there was no effective enforcement of the Act. Criminal prosecution had to be based on due process of law and could not be done within artificially set time-limits. The National Commission on Rural Labour submitted its report in July 1991 and the recommendations were forwarded to the ministries and departments of the central Government for examination in consultation with state Governments. State Governments were also provided with copies for examination and implementation. The progress was reviewed periodically. He noted that a meeting had been held by the Union Minister of State for Labour with the labour secretaries from the states where the problem of bonded labour was endemic. It was concluded that a new survey of labour should be carried out in those states. The states should endeavour to complete the surveys by September 1993. A Committee of State Labour Secretaries was constituted to recommend a workable definition of bonded labour to be used for the survey, taking into account the judicial pronouncements in this regard. To ensure the release and rehabilitation of bonded labourers, states had been advised to integrate the various anti-poverty schemes (e.g. the Integrated Rural Development Programme and Jawahar Rozgar Yojna). In the activities undertaken under the special component plans for SC/ST, arrangements existed for the allotment of surplus land to the free bonded labourers. Assistance was also provided in the form of non-land assets and the Act provided for restoration of the property of bonded labourers after their release, free from encumbrances. Vigilance committees and voluntary agencies were involved in the identification and rehabilitation of bonded labourers. The involvement of trade unions in this process might prove to be unworkable as they were in the organized sector and most bonded labourers were found in the unorganized sector. Furthermore, it would be difficult for freed bonded labourers to organize themselves into a voluntary agency for the implementation of rehabilitation schemes as they preferred to settle in their own villages and were scattered all over the country.

As concerned the proposed Commission on Human Rights, the Government did not need to entrust any specific subjects to it as the proposed Commission would have the freedom to go into any issue which, in its opinion, infringed human rights.

With respect to the question of child labour, he stated that nine national child labour projects, including a major component on special schools, had been set up under the Action Plan to implement the National Child Labour Policy of 1987. In 1993, the National Child Labour Advisory Board had identified two national projects for the complete elimination of child labour in one year. Referring to the International Programme for the Elimination of Child Labour (IPEC), he indicated that the Government had signed a Memorandum of Understanding with the ILO in May 1992. Fifty-six projects had been approved by the tripartite National Steering Committee, 34 of which were already being implemented. One of the largest projects was for the training of inspectors which would be carried out at the National Labour Institute and four Regional Labour Training Institutes during 1993 and would cover about 600 inspectors.

As concerned the amendments which the Committee of Experts had requested be made to the Nagaland (Requisition of Porters) Act, 1965, he pointed out that, since the recent Assembly elections in Nagaland, the matter had been taken up once again, on a priority basis, at the highest level with the Chief Minister of the Government of Nagaland.

Finally, with respect to the statistical data requested by the Committee of Experts, he indicated that data on the discharge of personnel in the Navy was now available, but data concerning the Army was difficult to collect. The Defence Services Regulations requested could not be provided to the ILO as these were meant only for official use.

The Employers' members thanked the Government representative for the detailed information provided and recalled that this case had been discussed in this Committee for a number of years. The problem was an enormous one. Bonded labour had existed traditionally in India and was prohibited by legislation 15 years ago. The very old system of bonded labour was, however, difficult to eradicate in practice. In this regard, they recalled that the Committee of Experts indicated in its comments that no significant improvement had been made in the situation. They pointed out that the discrepancy between the estimates of the number of bonded labourers was tremendous. Figures varied from 250,000 to 5,000,000. The individual states were better placed to make these estimates than the national Government, but this division of responsibilities did not seem to be very successful. This was also a problem with respect to the vigilance committees. The Government did not receive any reports from these committees and it appeared that they might not be functioning properly. If this was true, measures needed to be taken. While voluntary agencies were active in the rehabilitation and reintegration into society of former bonded labourers, the reports of the National Commission on Rural Labour indicated that there had been little success in rehabilitation and that measures had to be taken to improve the situation. They noted the Committee of Experts' call for more voluntary agencies to be involved in rehabilitation activities and requested the Government to indicate whether new agencies did exist and what their impact was. They noted that the Government, while indicating its preparedness to observe the developments in the situation, had rejected the idea of creating a national committee to deal with bonded labour. They noted that there was a Bill to establish a Commission on Human Rights, but were not clear as to whether this Commission would be responsible for the question of bonded labour. They queried the Government as to the powers of this Commission and recalled that bonded labour could only be effectively combated when the necessary action was planned and implemented.

As concerned child bonded labour, they noted the information provided by the Government representative concerning the creation of two national programmes. If these programmes had actually been already set up, how were they being implemented in practice? According to a United Nations document, a very large number of children were affected by bonded labour. They requested the Government to provide further information to the Office on the results of the fact-finding committee appointed by the Supreme Court. Child labour was a sign of a high degree of poverty in a country. This problem was not restricted to India, as could be seen by the convening of the Asian Regional Seminar on Children in Bondage. This particular case, however, was a question of ensuring in practice what had already been provided in legislation. The measures already taken were not satisfactory and needed to be strengthened. Stronger measures should come at the federal level, and if this was not possible with the present division of responsibility, then perhaps the division should be reviewed. Despite the Government representative's assurances that the problem would be dealt with, very little progress could be noted up to now. They requested the Government to provide detailed information to the Office on any changes made (which were so urgently required) so as to ensure the eradication of bonded labour in practice.

The Workers' members noted that this was one of the most difficult and intractable problems which this Committee had to discuss this year. They noted that the Government had not supplied a report in 1992 and 1993 for examination by the Committee of Experts and stressed that this information was essential to the adequate handling of this case by the Committee of Experts and this Committee. They lamented the lack of progress made since the adoption of legislation to abolish bonded labour and the landmark Supreme Court decision. The process of identification of bonded labourers was slow, the rehabilitation measures were inadequate, the constitution and functioning of vigilance committees fell far short of what was required, the involvement of voluntary agencies in official rehabilitation schemes was almost non-existent, prosecutions were few and the penalties imposed were ludicrous. It was true that legislation for the abolition of bonded labour existed, but the magnitude of the problem had to be established before effective policies to tackle it could be adopted. As the Employers' members had indicated, the estimates of the number of bonded labourers varied extraordinarily. They had doubts about the latest figures provided by the Government which indicated that there were only 30,000 bonded labourers left. While the Government indicated that they were undertaking new surveys to determine the number of bonded labourers, the Workers' members recalled that the Government had been saying this since 1985, still without results. In its report, the National Commission on Rural Labour had indicated that the definition of bonded labour adopted by the National Sample Survey Organization doing the statistical investigation was far too restricted. The Committee of Experts had expressed the hope that the Government would take into consideration the full definition of bonded labour in any instructions issued. The Workers' members noted, however, that the human resources available in India should have been sufficient to undertake more adequately a sound statistical investigation. As concerned the vigilance committees, the National Commission on Rural Labour had indicated that most of these committees had not been constituted and those which had been set up were inactive. Monitoring of these committees' work was essential. They requested the Government to indicate the steps taken to monitor the vigilance committees. They queried what effective rehabilitation action could be taken when the areas where bonded labour was found were characterized by economic backwardness, poor infrastructure and low employment. They urged the Government to provide information to the Office for examination on the action taken to stimulate involvement of voluntary agencies in rehabilitation activities as recommended by the National Commission on Rural Labour.

While they welcomed the steps taken to adopt a Bill establishing a Commission on Human Rights, they noted that the major problem at present was bonded labour. It was not at all clear that the Commission on Human Rights was going to deal with this problem. As concerned the enforcement of sanctions, the Workers' members noted the references in the report of the National Commission on Rural Labour to inordinate time-lags between identification, release and rehabilitation and the lack of prosecutions for violation of the Act.

Referring to the tragedy of child labour in India, the Workers' members were dubious about the Government representative's statement that this would be eradicated within one year.

Finally, the Workers' members noted that it was impossible to ask all the questions which needed to be asked in the short time available. This case represented one of the most serious violations of this Convention and its application in India would have to be kept under constant and regular review. The efforts made by the Government were inadequate and the results dissatisfying. The case would have to be reviewed by the Committee in the future and they hoped that the Government would provide the Office with the reports necessary for proper examination. In the future, this case might require special treatment in order to express the dissatisfaction with the manner in which it was being handled.

The Workers' member of Pakistan stated his conviction that bonded labour, and particularly child labour, was an evil not only to India but to all humanity. In this context, he welcomed the creation of the National Commission on Rural Labour. Special measures were required in order to free bonded labourers who typically came from Scheduled Castes and Scheduled Tribes and were often illiterate and landless. The Government should pay special attention to this segment of society and facilitate their access to gainful employment. The anti-poverty schemes described by the Government should be more directed to this problem. He urged the Government to implement the recommendation of the National Commission on Rural Labour to establish a national authority or national commission on bonded labour. He also urged the Government to supply a copy of the Supreme Court judgement requested in the comments of the Committee of Experts. He welcomed the recommendations of the Asian Regional Seminar on Children in Bondage and hoped that the governments involved would, in the coming years, allocate resources for the education and training of children and provide gainful employment to the poor segments of society, particularly those involved in rural labour, so that the evil of bonded labour could be eradicated. Finally, he expressed the hope that the IPEC programme would help member States tackle this problem and strengthen the measures needed for the elimination of bonded labour.

The Workers' member of New Zealand, associating himself with the comments of the Workers' members, noted that the neutral and dispassionate language of the Committee of Experts could not hide the tragedy underlying this case. The report of the Asian Regional Seminar on Children in Bondage had referred to bonded children as the most lonely, vulnerable, tragic workers of the world. While the difficulties faced by the Government in trying to eradicate this evil were great, he requested the Government to indicate the measures taken in response to the recommendations made at the Asian Regional Seminar, particularly as concerned the creation of a comprehensive national policy and programme of action covering legislative reforms, effective enforcement and a system of compulsory and free education, sustained by community mobilization and information campaigns.

The Workers' member of Colombia pointed out that, while the Government had ratified the Convention 39 years ago, it was still at the stage of taking measures. Although the information provided was full of optimism, unfortunately the workers and particularly the children subjected to forced labour and slavery were not of the same opinion. This Committee was constantly being told by a majority of countries that studies were being made, that measures were being taken and that the Government would take appropriate action. The only thing one could note in practice, however, was the persistence of the problems. He stated that, unfortunately, this was a case which affected millions of victims. Yet again, one could see the profound social imbalance reigning over humanity. Naturally, the highest price was paid by the poorest and most marginalized sectors who saw not only their rights denied, but also their hopes. Finally, while he agreed that the Government of India should muster all its enthusiasm, patriotic fervour and sensitivities to solve this problem, he added that the industrialized countries and those countries with a higher economic capacity needed to revise their policies with a view to ensuring a fairer distribution of world income, as this would solve many of the problems arising in the world. It was necessary that all the forces in India concerned themselves not only with the most privileged, but rather principally with the poorest of their country.

The Government member of Germany, restricting his comments to child bonded labour, stated that there were certain signs of progress in this case. While agreeing that the overall situation was quite depressing, he recalled that India was one of the main target countries for the ILO's International Programme for the Elimination of Child Labour (IPEC). As a member of the Steering Committee, he wished to point out that the Indian Government was making enormous efforts to deal with the problem of child bonded labour. A great deal of critical attention had been given to this problem by the Vice-President of India in his statement at the opening of the Conference on Safety and Health in New Delhi. While such self-criticism did not solve the problem, it was encouraging and the Government should be encouraged to continue along these lines so that the situation could finally change.

The Government representative, after indicating his gratitude for the views expressed, clarified that the one-year plan for the elimination of child labour was not intended to eradicate all child labour, but concerned two project areas identified for administrative and logistical convenience. As concerned the non-supply of reports, he stated that it was very difficult to obtain information relating to the vigilance committees. Already more than 400 vigilance committees existed and more would have to be created after the survey was completed. For this reason, the Government was approaching the ILO for technical cooperation in the field of monitoring. He concluded by indicating that the various comments made in this Committee would be taken into account and reiterated that his Government was very serious about addressing the problem of bonded labour and especially the problem of child labour.

The Committee took note of the information provided by the Government representative. The Committee observed that more than 15 years had elapsed since the abolition in law of the bonded labour system in 1976. It noted, however, that, as was stated by the Committee of Experts, this serious situation had, since then, improved very little in practice: the process of identification was slow, rehabilitation measures were inadequate, the constitution and functioning of vigilance committees left much to be desired and were not monitored by a national body, the involvement of voluntary agencies in official rehabilitation schemes was not being encouraged, prosecutions were rare and penalties imposed even rarer. The Committee noted that the National Commission on Rural Labour in a report published in 1991 pointed to the shortcomings and made a number of proposals and recommendations. The Committee also recalled the comments of the Committee of Experts over recent years with regard to the very serious situation of bonded child labour, as well as the discussions that had taken place on this matter. It noted with interest the technical cooperation agreement concluded with the International Programme for the Elimination of Child Labour. The Committee expressed its deep concern and urged the Government to provide a detailed report, with all the necessary information, for examination by the Committee of Experts at its next session. In view of the seriousness of the situation and the slowness of the progress made since 1976, the Committee expressed the firm hope that it would be able to take this case up again next year and that it would be able to note substantial progress towards the elimination of bonded labour.

Peru (ratification: 1960). A Government representative referred separately to the three questions covered by the report of the Committee of Experts. First, concerning the indigenous communities in Atalaya, he stated that the administrative labour authority of Puno, on whose authority these communities administratively depended, had encountered difficulties in dealing with the workers' demands. In reply to this, the Multi-Sectoral Committee in charge of examining their situation had recommended the creation of the regional work zone and of the social promotion of Huaypetue. Moreover, a programme of inspection adapted to the informal sector was being elaborated. A general plan of reassessment of indigenous communities was currently under way, together with the indigenous communities Ashanincas and Shipibos, who had been obliged to leave their original territory. By the action in favour of the return of these communities to their area of origin and of the reassessment of their proper organization, the Government tried to eradicate the practices of bonded labour, the violent forms of recruiting the labour force and the conditions of forced labour. Concerning the unremunerated work by children in chestnut-peeling enterprises in Puerto Maldonado, the speaker stated that his Government had taken the most severe measures against those who, directly or indirectly, obliged minors to work without remuneration. According to the report of the National Bureau of Labour Relations of 20 May 1993, the presence of children in this activity was due to the custom that mothers of the family voluntarily take their children and spouses to perform the work when the payment is in proportion to the quantity of chestnuts peeled per day. Nevertheless, appropriate measures of dissuasion had been taken, including the supervision of the implementation of the Legislative Decree No. 728 and its regulations (Employment Act). As regards the clandestine establishments of recruitment ("enganche"), their closure had been possible in Cuzco, thanks to a campaign of inspection and sanction and to the legalization of small recruitment companies functioning in conformity with the requirements of the two legal texts mentioned above. The creation of the regional work zone and of the social promotion of Huaypetue would avoid the workers concerned being obligated to go as far as Madre de Dios, which should contribute to the solution of the problem. Finally, the national police, in virtue of Communication No. 201-92-DS-CUS of 13 November 1992, would be able to survey and control workers who migrated to Madre de Dios without a labour contract duly authorized by the Ministry of Labour.

The Employers' members first drew attention to the fact that most of the information noted by the Experts in their report had come from the Government itself. Regarding the indigenous communities in Atalaya, they wondered about the living conditions in the area where the Government wanted to send them back, especially in view of such facts as the utilization of criminal recruitment methods which also concerned children, who were sometimes kept in situations and conditions absolutely inhuman. They considered that the statement by the Government representative did not indicate any substantial improvement, and requested more detailed information to be supplied to the Experts. As to the work by children in chestnut-peeling, the Employers' members were aware of the serious conditions of poverty which caused the situation. However, such conditions should justify all the more the severe measures to be taken against this phenomenon, because it could not be eliminated by legislation alone. They requested the Government to specify the concrete measures envisaged. In the case of workers in the Madre de Dios gold-mines and washeries, the conditions of work were extremely hard and their improvement problematic because of the difficulties in enforcing criminal sanctions. Regarding the three situations considered by the Committee of Experts, the explanations given by the Government were very vague. The Employers' members therefore requested the Government to specify in the future the measures that had been effectively taken in practice and their impact. They requested clarification on the number of existing indigenous areas and the expected period of time for the return of the communities to their original place of residence.

The Workers' members entirely supported the statement of the Employers' members. They recalled that the problem under question had existed practically since the ratification of the Convention by Peru in 1960 and emphasized that it was not the question of legislation but rather of its enforcement. The impatience of both the Employers' and Workers' members was justified because of the seriousness of the problem, that is of slavery, of child labour and of exploitation of indigenous peoples. Concerning the unremunerated work by children, the Workers' members drew attention to the problem of sanctioning the responsible, since it was often the mothers themselves who often took their children to work. Nevertheless sanctions should be imposed on those who, without being related to the children, make children work without remuneration. They requested the Government to supply the final report of the Multi-Sectoral Committee established by the Ministerial Resolution of 26 June 1990 and to provide detailed reports to the Committee of Experts. Finally, they stressed the importance of adopting and applying appropriate sanctions, as highlighted by the Committee of Experts in paragraph 111 of its General Report.

The Workers' member of Colombia stated that the international community and the members of the Committee, even less, should not remain impassive when faced with the serious problems of working children, youth and women in the gold-mines and washeries of Madre de Dios. He stated that, according to the denunciations presented by a journalist of Puerto Maldonado, common graves would be found in this area to bury the miners who were victims of diseases and accidents. The speaker mentioned the phenomenon called "ahijaditos" consisting of certain families handing over the parental authority to another family or persons who would play the role of employer in absolutely illegal conditions. As regards gold-mines of Madre de Dios, the Departmental Bureau of Statistics had established in 1984 that about

30,000 persons were employed and that this figure would rise during periods of rain and vacations, which led one to suspect the illegal recruitment of children and youth. The transport of workers in trucks from Cuzco to the place of work could last three days, meaning that sometimes the workers, on arrival at the destination, were sick and weakened to such a point that they could easily catch malaria. He submitted to the Committee a document containing all the information concerning the case under examination and concluded by requesting the Government to supply, at the next Conference, full and detailed information on the measures taken on this matter.

The Workers' member of Peru stated that the time that had passed since presentation of denunciations rendered them gradually inconsistent and less credible. Their extreme gravity required more rapid treatment; otherwise the conclusions or recommendations of the ILO bodies would arrive too late to have any effectiveness in the defence of the workers' rights. He therefore considered that it was absolutely necessary and urgent to change the methodology of the discussion and of the adoption of conclusions of this Committee.

The Government representative described the geographic area in which the phenomena mentioned in the report of the Committee of Experts had taken place and recalled that in the past terrorists had settled there, abusing children and making them work, although this had now ended. His country was practically destroyed between 1985 and 1990 and was currently in the process of reconstruction. Concerning the zones which the Employers' members mentioned, he specified that there were 80 zones where 13,200 inhabitants were counted, as well as 205 commercial establishments, 166 cattle-raising stations, 2,700 farmers and 118 woodcutting establishments employing 1,400 persons. Other information and statistics would be submitted to the Committee. In addition, he again mentioned the creation of the regional zone recommended by the Multi-Sectoral Committee to which he had already referred. Furthermore, his country did not have, in the zone in question, qualified personnel to supervise the enforcement of labour standards. He therefore requested the ILO to continue to support the efforts to train inspectors.

The Committee took note of the statements by the Government representative, and took into account the fact that the information on which the Committee of Experts based its comments came from the reports of the Government. The Committee observed with concern that the serious problems mentioned by the Committee of Experts continued. In relation to the indigenous communities in Atalaya, the Committee noted that the recommendations formulated by the Multi-Sectoral Committee had not been implemented, despite the seriousness of the problems that were noted of debt servitude, the deprivation of liberty and constitutional rights, and the use of violence against workers of these communities. Nor had measures been taken to avoid children being indirectly obliged to work in conditions that could not be assimilated to a free employment relationship. As for the workers in the Madre de Dios gold-mines and washeries, the Committee hoped that the Government would submit, together with its next report, the final report of the Multi-Sectoral Committee established to examine the situation of these workers. The Committee urged the Government to take urgently the necessary measures to ensure full respect for the Convention, putting an end to the practices that were denounced and which constituted serious violations of the Convention and to provide detailed information in its next report. The Committee decided to discuss this case once again at its next session.

Sudan (ratification: 1957). A Government representative indicated that his Government had sent a report with detailed information concerning the allegations of cases of slavery and similar practices presented to the UN Sub-Commission on Prevention of Discrimination and Protection of Minorities. He regretted that this report had not arrived on time to be examined by the Committee of Experts; another copy of this report had been given to the Office. He stated that the problems that had been raised were related to conflicts of a tribal nature, such as conflicts over water sources or pasturage. Such conflicts resulted in the taking of hostages and prisoners that one tribe or another could exchange for that which they had lost. He explained that, in such cases tradition and the advice of the wise man were resorted to in order to resolve such conflicts in an appropriate manner and in compliance with tradition and the relations between tribes. These conflicts were not considered in his country to be cases of slavery. He also indicated that the nature of the rules of customary law did not permit the establishment of precedents corresponding to those of an ordinary tribunal or court, which made it difficult to gather information. Nevertheless his Government was doing all that it could to supply the information. Finally, he stated that a committee responsible for investigating the allegations referred to had been formed, and had made several visits to the regions involved, without having noticed any evidence of the truth of the allegations.

The Workers' members noted that this was a very serious case which had been discussed by the Conference Committee in 1989 and 1992 and which was the subject of comments by the Committee of Experts in 1989, 1990, 1992 and 1993. All the points raised in the report of the United Nations Sub-Commission on Prevention of Discrimination and Protection of Minorities were very serious, in particular as they concerned the taking of slaves by Government troops, child bondage and sexual abuse. Observing that until 1992 the Government simply denied the existence of slavery, that it had previously never supplied reports and that today it stated that it had belatedly sent them to the secretariat, they noted that this country still had not requested the technical assistance of the ILO and that it was still impossible for international investigatory committees to make their way to the regions concerned. They found that the new Penal Code, which only punished slavery with a penalty of one year's imprisonment and a possible fine, and for which no information was available on its application, was merely a formal instrument. While specifying that any opinion that the Workers' member of Sudan expressed in support of the position of the Government of his country did not in any way reflect the general position of the Workers' members, they proposed that the continued failure to implement the Convention, the lack of cooperation from the Government and the seriousness of the allegations be highlighted in the conclusions. They also proposed to place the conclusions in the special paragraph concerning continued failure to implement.

The Employers' members noted that no report had been received despite requests by the Committee of Experts, and that the case had been heard by this Committee in 1989 and 1992. In the past, the Government had essentially disputed all allegations and had considered that it was not obliged to provide detailed information because there was a law in effect prohibiting slavery and because no cases on this matter had been before the courts. Consequently, there was no opportunity to examine the situation, and visitors from international organizations were not given the opportunity to carry out investigations in the country itself. On the other hand, before this Committee the Government representative now admitted the existence of some of the alleged activities but explained that they were part of tribal traditions and were to be accepted as such. The Employers' members stressed that Sudan was a member of an international community recognizing the rule of law. To the extent that Sudan had ratified the Convention, it was obliged to fulfil the ensuing obligations. It could not present the law of the jungle as acceptable law in respect of tribal populations either under this Convention. They emphasized that the primary responsibility of every State was to provide protection for all of its citizens, and for this reason they could not accept the Government's explanations as a partial excuse. In view of the previous special paragraph, and the subsequent deterioration rather than improvement of the situation, they stated that this Committee should take note in its conclusions of the continuing failure to fulfil the obligations of the Convention.

The Workers' member of Sudan regretted that the information sent by the Government had arrived late and that it could not be examined by the Committee of Experts. He hoped that this would not recur in the future so that the Experts could appreciate the true dimensions of the problems, which did not have any relation to the application of the Convention. He referred to the different reforms undertaken with regard to legislation and the establishment of a council responsible for dealing with problems resulting from structural adjustment. He hoped that this would all result in a genuine social contract to which all workers aspired.

The Workers' member of Kuwait, while supporting the opinion expressed by the spokesman of the Workers' members, added that it was appropriate to question the motives for the delay in the sending of the reports by governments. He regretted that the Government had rejected the allegations made in the UN report as it did not seem to provide all the guarantees with regard to democracy and freedom of association. He asked that a special paragraph of the report be set aside for the situation in Sudan.

Another Government representative of Sudan recalled the instructions concerning the sending of the reports, the characteristics of the current situation in these regions of his country and the negative conclusions of the committee set up to investigate the allegations. He recognized that the conflicts between tribes had increased as a result of drought and desertification but they found a solution in mutual consensus through conciliation conferences headed by wise men and tribal chiefs. (Those councils operated according to the ordinary law which came under the jurisdiction of the Sudanese judicial system.) He stressed that his country had a genuine tradition and a real civilization, and it was prepared to respect its international commitments. With regard to the intervention of the Worker member of Kuwait, he indicated that a trade union law had been adopted and that free trade union elections had been carried out. In this context, he was presenting the rule of law for this specified situation and not otherwise. As to the supply of precedents to the Committee of Experts, the Attorney General had advised that no case of this nature existed as shown from the records of the ordinary courts. Traditionally, the verdicts issued by the tribal conciliation councils were considered to be of judicial power and enforceable as was the case in the ordinary courts. Finally, he affirmed the Sudanese Government's readiness to cooperate with the Committee of Experts and this Committee in the provision of any further information requested. In the meantime, Sudan was open to receive anybody who was interested to know about the situation as far as this case was concerned.

The Committee took note of the oral information supplied by the Government and the discussion which had taken place in the Committee. It regretted that, despite the guarantees given in 1992, the Government had not supplied on time a report for examination by the Committee of Experts. The Committee indicated its great concern with regard to the attitude of the Government, recalling that it formed part of the international community and that it was not sufficient to invoke tribal traditions in order to avoid implementing the provisions of this fundamental Convention. The Committee noted that the Government had stated that it had formed an investigatory committee, which had not been able to establish any of the matters alleged before the UN. The Committee recalled that this case referred to serious violations of human rights in respect of men, women and children, including forms of slavery, forced labour, abductions and looting, a situation which was systematic and organized. The Committee also noted that the Government had not dealt with the suggestion of the Committee to the effect that it consider forms of appropriate assistance from the Office, including direct contacts. The Committee noted that the Government had recently supplied a report on this Convention in Arabic. The Committee hoped that it would examine this report at its next meeting. Nevertheless, having taken into account the seriousness of the alleged matters and the fact that this case had been the subject of special paragraphs on two occasions without there being any verifiable progress, the Committee decided to mention this case in its report in the special paragraph concerning continued failure to implement.

Convention No. 35: Old-Age Insurance (Industry, etc.), 1933

Chile (ratification: 1935). A Government representative pointed out that this Convention recognized and regulated a former model of "Bismarckian" social security which was now obsolete. He stated that, in 1992, the Government had provided information which clearly showed that the pension scheme established in 1980 was part of a complete transformation of the social security system and fulfilled the principles accepted by the ILO. This transformation did not weaken but rather confirmed and, in fact, perfected the spirit and the objectives which were contained in Conventions Nos. 35, 36, 37 and 38 of 1933 which were now obsolete. He declared that, as requested by the Committee of Experts, a report would be sent for the period ending 30 June 1994 containing new and detailed information, demonstrating the Government's unfailing willingness to discuss and its desire to find a solution to the differences of opinion expressed concerning the application of the Convention, which it felt were purely formal, and, more importantly, the applicability with respect to the legal effect of the Convention. He referred to the ideas contained in the report of the Director-General which, in his opinion, constituted a factor of orientation in the analysis of the social security situation in each country. He referred to, as illustrations of these aspects, the indication in the Director-General's report that the development of social protection was an internal matter and that only limited assistance could be provided from the outside. What confirmed the experience demonstrating the evolution of social insurance to social security was the current direction of policy toward the formation of not only simple social insurance schemes but also integrated social security programmes, in which in a simultaneous or complimentary manner models of social security, social assistance, social services as well as other measures were applied to combat poverty. This also confirmed that to resort solely to technical means for social security was insufficient if macro-economic policies to obtain a balanced and independently sustained growth were not put into practice. Social security tended to become a basic principle of the modern State, like the principles of liberty and equality before the law. The entire policy of a government had, therefore, to be oriented towards the creation of conditions for a healthy economy and society. He stated that the primary objectives of a policy based on the principles of social security were to achieve: self-sustaining economic growth; a macroeconomic balance which permitted an increase in job offers and an improvement in the salaries and pensions of workers; and a lowering of monetary inflation. He emphasized that the policy which Chile was applying coincided with these modern orientations, in that it had established a social security programme which covered all generally acceptable social contingencies, by means of different institutional models which complemented each other, within which the State had assumed the greater financial burden through a general tax regime, taking care at the same time to formulate a macro-economic policy which, in practice, permitted a growth in product which in the past year amounted to 10 per cent of the internal product, an unemployment rate of 4.2 per cent, and a substantial decrease in monetary inflation.

Finally, he stated that, while the Convention had not been applied since 1980, it was the will of the Government to maintain a constructive dialogue and it would provide additional information in future reports, permitting the Committee of Experts to make a legal analysis, which would demonstrate that the present system did not prejudice the workers' interests, as had been the case with the previous legislation. This information should allow for an adequate interpretation of the standards in question. He expressed the hope that systematic criteria would be established so that this controversy, which was of a formal nature and did not raise any substantial questions concerning the application of the Convention, could be overcome. He expressed the hope that it would be recognized that urgent changes were needed to respond to these problems.

The Workers' members recalled that the important discrepancies between Legislative Decree No. 3500 of 1980, as amended by Act No. 18964 of 1990, and the Convention had been raised by the Committee of Experts and discussed by this Committee for a number of years and had also been the subject of the committee set up for the examination of the representation made by the National Trade Union Coordinating Council (CNS) of Chile. They pointed out the incompatibilities between the pension system in Chile and the Convention with respect to: the compulsory contribution of employers; the financial contributions of the public authorities; the participation of insured persons in the management of all insurance institutions; and the administration of insurance schemes by non-profit-making institutions. They noted that the Government was going to send a detailed report to the Office and that it was open to dialogue, but pointed out that the Government had not demonstrated its desire to change the system. Furthermore, they noted that the Government, convinced of the effectiveness and the objectivity of its system, wished to maintain it in its present state and thus firmly resisted the application of the international labour standards. The Workers' members emphasized that the criteria of efficiency and objectivity, the importance of which they recognized, were not incompatible with Convention No. 35 and the revised Conventions. They noted that, in this regard, the present system was not in conformity with the revised Social Security (Minimum Standards) Convention, 1952 (No. 102), nor with the Invalidity, Old-Age and Survivor's Benefits Convention, 1967 (No. 128), which were more recent instruments which had not been ratified by Chile. They further indicated that criticism and doubts had been expressed with respect to this system in the analysis published in the *International Labour Review* in 1992 as concerned the insufficiency of solidarity between the different generations and the different social categories, the benefits guaranteed and the future return of investments. The Workers' members noted that no progress had been made since the creation of the new system with respect to the issues of non-compliance of the Convention and requested the Government to reconsider its position in the light of the comments made by the Committee of Experts and the doubts expressed as to the efficiency and objectivity of the system.

The Employers' members recalled that this case had already been discussed in this Committee on numerous occasions and wondered why this technical question was so often addressed. They pointed out that the private old-age insurance scheme, which was the subject of the Committee of Experts' comments, was being established in other Latin American countries and noted that it might actually be a successful system. Regardless of its success, however, the scheme being discussed in this case was clearly not in compliance with the Convention. Even the Government had admitted that the Convention had not been applied in the country since the adoption of the new scheme in 1980. As concerned the need for legislation providing for compulsory contributions from employers to the financial resources of the scheme, they noted the Government's indication that participation was ensured indirectly through wage negotiations. It did not seem, however, that this indirect form of contribution would ensure the application of the Convention on this point. Under the Convention, contributions from employers could be dispensed with only in respect of national insurance schemes not restricted in scope to employed persons. With respect to the financial contributions to be made by the public authority, only a limited guarantee was made in the national legislation and, while they felt that the discrepancy was not great, the existing measures were not sufficient for the full application of this obligation. They noted that the requirements of the Convention with respect to the administration of the scheme by non-profit institutions reflected the times of the drafting of the Convention when very little had been known about how the market operated and there was a great fear of exposing pension schemes to market risks. But again, there was no question that the scheme existing in Chile was not in conformity with this provision. They noted the Government's indication that, while insured persons could not participate formally in the Pension Fund Administrations (AFPs), these AFPs were more efficient. They stressed, however, that efficiency was no substitute for formal participation. Finally, they noted that the Convention had been drafted in 1933 when the faith in the necessity for state control was the prevalent view and when there was little confidence in the positive effects of the market. At that time, it was inconceivable that a social insurance scheme could be operated by economically active enterprises. Sixty years later, the Convention requirements were the same. Perhaps the new scheme which was the subject of this case would indeed be very successful, but it was not in conformity with the Convention. They could see no way of resolving this discrepancy.

The Workers' member of Colombia indicated that he had taken the opportunity to get to know the Chilean social security system better by going to the country. He emphasized that this system represented the negation of all basic principles of social security: solidarity and universality. Through this system, a return had been made to the systems of pre-paid medicine, family compensation funds had been eliminated and only the system of financial capitalism was actually benefiting. He concluded that this model could only be imposed in a military or civil dictatorship and underlined the seriousness of this situation, which actually lay in the possibility that the system's bad example could be picked up by other Latin American countries and could have serious consequences for the development of an integral social security system. He suggested that the Committee of Experts make a comparative analysis of the impact of the previous system and of the present one.

The Workers' member of Nicaragua pointed out that, as expressed by the Government, it would appear that the problem was only one of accounting. He stated, however, that this was a Utopian view since everything changed when inflation diminished the real value of salaries. The old system and the present system were not the same because if they were, why did the Government not take the measures requested by the Committee of Experts? He noted that what was really happening was privatization which touched health, education and social security. He indicated that this was a problem which affected everyone, given that this model was spreading throughout Latin America. Efforts were being made to establish this model in Nicaragua as well. The worker's money was placed into forced savings reinvested in enterprises which in turn invested the funds for their own benefit, creating insecurity for the worker as to what might happen to the private company in the future. This was very different from investing the worker's money in social security. He concluded by expressing his certainty that the Government understood that the problem was not of an accounting nature, but rather a substantive one. Nevertheless, the Government had found a new source of funds with which it could carry out very good business deals.

The Workers' member of New Zealand, recalling that this case concerned non-compliance with specific technical requirements of a Convention which had been voluntarily ratified, urged the Committee to adopt firm conclusions and to recommend the Government to review its position and to take the necessary measures to ensure compliance with the Convention.

The Employers' member of Chile pointed out that account had not been taken of the fact that the former pension scheme in Chile had failed and that it was impossible to maintain a system based on redistribution. He indicated that it was necessary to take into consideration the results achieved by the new system: present pensions were 50 per cent higher than under the old system and workers actually did participate in private social security institutions, five of which were actually run by workers. Finally, he stated that there was no intention to export the system, but rather other countries which wanted to import it. This should give rise to reflection on the matter.

The Government representative pointed out that the former social security system, which approximately corresponded to the classical "Bismarckian" system, was being compared to the current system, which was adapted to the present situation of the country. It was not simply a new pension system; the present social security system covered, with 25 per cent of the national budget, the pensions of the former system as this had been in deficit. His Government was not present in this Committee in order to defend the new pension scheme in the country and Chile was a democracy in which this question was openly debated. He recognized that this was a question which could be discussed, but not in this meeting of this Committee where we did not come to discuss the technical merits of the new Chilean pensions system, but rather the strictly legal question of the application of the Convention. He expressed the hope that the Committee would take into account the fact that the Government intended to submit a detailed report in which it would refer to the considerations which would permit this conflict to be resolved.

The Committee noted the information provided by the Government, in particular the indication that the Convention, which dated back to 1933, adopted a "Bismarckian" model and that the pension scheme adopted in Chile in 1980 perfected the objectives of the Convention and was in line with the essential principles of modern social security. The Committee noted, in particular, that, according to the Government, the Convention had not been applied in Chile since 1980, when social security insurance went bankrupt. The Committee noted the absence of progress with respect to the questions which had been discussed on several occasions in this Committee concerning Articles 9 and 10 of the Convention. The Committee thus urged the Government to take measures to modify the legal pension scheme in the manner requested by the Committee of Experts and recalled the possibility of ILO technical assistance.

Convention No. 81: Labour Inspection, 1947

Jamaica (ratification: 1962). A Government representative indicated that the Labour Department in Jamaica had been experiencing a number of difficulties over the last few years due, in large part, to the budget cuts resulting from the measures taken for structural adjustment. He noted, however, that it had always been difficult to recruit and retain suitably qualified labour inspectors, particularly in the area of occupational safety and health, because of the low level of public sector remuneration. Insufficient staff and inadequate equipment and transportation facilities due to reduced budgets resulted in irregular inspection visits, inadequate inspection and poor data collection and collation. Faced with these difficulties, the Government had decided to seek the assistance of the ILO in the restructuring and reorganizing of the inspectorate. The Government had also contracted the services of an international firm to carry out an audit of the total operation of the Ministry of Labour and Welfare. It was hoped that these efforts would result in a more streamlined inspectorate which would permit the Government fully to meet its obligations under the Convention. As concerned the application of Article 13, paragraphs 2(b) and 3, of the Convention, he stated that the tripartite Labour Advisory Committee was still in the process of reviewing all the labour legislation and was awaiting the input which would be provided from the technical assistance of the ILO. In respect of Article 14, it was hoped that the matter would be finalized very soon.

The Employers' members noted that this was an essential Convention which was very rarely dealt with in this Committee. Insufficient inspection could have a serious impact on a large number of workers. They recalled that the dialogue with the Government on this case had been quite difficult as the Government had once again not supplied its report for examination by the Committee of Experts and, in 1992, had failed to take part in the discussions in this Committee on this case. They supported the Committee of Experts' requests for the Government to: submit annual inspection reports; provide for legislation empowering factory inspectors to require measures with immediate executory force in the event of imminent danger to the health and safety of workers; and take measures to require the notification of occupational diseases. They noted that no progress had been made with respect to these issues for many years and, therefore, recommended that firm conclusions be drafted.

The Workers' members associated themselves with the Employers' members and stressed that, given the importance of the question of inspection, the conclusions should reflect the Committee's deep concern and insist that the necessary measures be taken in the very near future. They added that the Government might wish to consider technical assistance from the ILO on this matter.

The Government representative noted the comments made and indicated that ILO technical assistance had already been sought to remedy the situation.

The Committee took note of the information provided by the Government and in particular that it had requested ILO technical assistance in order to undertake the reorganization of the labour inspectorate. The Committee recalled the fundamental importance of this Convention as a means of ensuring the application of social and labour legislation and expressed the hope that the Government would communicate detailed information on the measures adopted to apply the Convention, including the annual inspection reports, for review by the Committee of Experts at its next meeting. The Committee trusted that the provisions of Articles 13 and 14 of the Convention would be put into practice and that it would be able to note concrete progress in the very near future.

Convention No. 87: Freedom of Association and Protection of the Right to Organise, 1948

Bolivia (ratification: 1965). A Government representative, the Minister of Labour, stated that the Government, with the assistance of the ILO, had drawn up a new draft General Labour Law which had been submitted to the employers' and workers' organizations for comments. The Government hoped that these organizations would reply and stated that it would continue its efforts to secure the approval of the new law in Parliament. With regard to the first three points raised by the Committee of Experts, he stated that the draft law guaranteed the right to organize along with all other social rights that were due to civil servants; trade unions were not required to obtain any prior authorization in order to establish a union organization; and there was no prohibition on setting up more than one union in an enterprise. The Decree No. 22407 reaffirmed and guaranteed freedom of association, as well as the free and autonomous functioning of the unions. With respect to the other points raised by the Committee of Experts, he declared that the legal provisions referred to were obsolete and were not applied in practice: labour inspectors did not interfere in any form in the activities of the union organizations; no cases had risen in recent years of the union being dissolved by administrative means; in practice the workers, including those in the public sector, had the right to strike and could declare a strike without meeting any type of obligations and arbitration was no longer compulsory. In the last ten years the frequency of strikes had indeed increased in the various sectors of the economy. Workers could declare a strike at any time including solidarity strikes and general strikes. All of the above-mentioned gaps in the existing labour legislation had been recognized and were dealt with in the new draft General Labour Law which has been submitted to the ILO and studied by the ILO experts. Therefore, most of the comments made by the Committee of Experts concerned obsolete instruments. Referring also to the agreement concluded between the Government and the central workers' organization, he considered it important to take into account the actual practice. The Government was making every effort for the new General Labour Law to be submitted for consideration by the next session of the Parliament, following consultations with the social partners, in order to have modern and effective regulations which could ensure all of the fundamental rights of workers.

The Employers' members recalled that the Report of the Committee of Experts stated that for many years now comments had been made on a number of points which had accumulated since the case of Bolivia had first been discussed by this Committee in 1983. Points 1 to 5 mentioned by the Committee of Experts were very clear matters where the Employers supported the Committee of Experts. As far as the question of strikes was concerned, the Employers considered, for instance, that a State might prohibit general strikes and sympathy strikes because this right did not actually ensue from the Convention, but obviously the Government had the right to follow any recommendations that the Committee of Experts might make. The Employer's members took note of the declaration of the Government representative that all these points were now outdated and that they would be changed in the draft General Labour Law. The Committee of Experts asked the Government to address all of these different issues in its next report and to present a report on the state of affairs. The Employers associated themselves with this request. If all of the points were actually to be covered by the new law, then there would be no further problems and possibly the discussion in this Committee would help to accelerate this process.

The Workers' members fully agreed with the remarks made by the Employers' members that the violations in question had been known for a number of years and were quite important. According to the Government representative, there were no problems in practice on essentially all the points raised by the Committee of Experts and all of them would be dealt with in the new draft legislation. The Workers' members regretted that there was no proof of this nor were there texts to determine the state of things in relation to the application of the Convention in legislation and in practice. They did not doubt the progress in the political democratization of the country, but were also aware of the difficulties demonstrated by the suppression of the workers' demonstrations at the beginning of 1993, by the prohibition of the strike of 48 hours at the same time and by the prohibition of the strike of teachers. The Workers considered it most urgent to clarify the situation and therefore strongly associated themselves with the request made by the Committee of Experts and supported by the Employers' members that the Government should supply in the near future the reports and the clarifications necessary to assess the situation.

The Employers' member of Bolivia stated that the comments made by the Committee of Experts were formally correct in that they pointed out that certain legislative texts that still existed in Bolivian law were in conflict with the provisions of the Convention. However, as stated by the Government representative, the points mentioned by the Committee of Experts were obsolete and did not exist in practice. However, anyone reading the Experts' report might get an impression that in Bolivia there still existed a situation of repression or very severe restrictions on the trade union movement. This was not so, and Bolivia was known as a country in which trade union organizations were very active. Bolivian employers did not agree with the comments of the Committee of Experts with regard to the right to strike and supported the position which the Employers' members had taken with regard to the scope of the Convention concerning the right to strike. The draft law had been worked out with the help of the ILO which was still being considered by the social partners. This process should be reactivated on the basis of a social and technical analysis through a tripartite dialogue.

The Committee took note of the oral information provided by the Government with regard to the points that have been under discussion for a number of years. The Committee regretted that no progress was able to be noted with regard to the problems mentioned by the Committee of Experts and hoped that the new draft General Labour Law under discussion would effectively meet these concerns in the very near future. The Committee requested the Government to submit a detailed report to the ILO on the issues raised and reminded the Government that it could have recourse to the technical assistance of the ILO.

In addition, a Government representative reiterated the written information presented by her Government with respect to: the right of workers to establish trade union organizations as they wished without opposition from the Government; the conclusions formulated by the Committee on Freedom of Association concerning a complaint brought against the Government with regard to a request for registration of a union; and the question of the election of trade union leaders. Finally, she stated that, if the Government dictated rules to the unions and, in particular, with respect to who should represent them, this would be contrary to Article 3 of the Convention. The Committee of Experts' request in the last part of its report was, therefore, unjustified.

The Workers' members noted that, in this case, the problem was not that information was not being provided by the Government, but rather that too much information was provided on detailed points and of a very similar nature to that which had been provided for many years now. They queried whether any real change was actually taking place in the country. They recalled that the Committee of Experts had noted with interest the amendments made to articles 7 and 99 of the Cuban Constitution, but noted that more needed to be done. The constitutional amendments had significant implications for the rest of the labour legislation, including the Labour Code, which needed to be reviewed and amended, after consultation with the trade unions, so as to bring it into line with the changes in the Constitution and to omit any reference to the single central workers' organization. They emphasized that no one questioned whether the trade union movement in the country could form a single confederation if it desired, but the Government had to take the necessary measures to ensure that alternative trade unions could be formed. While the Government had provided information on the creation of the National Union of Science Workers, this information was insufficient to judge whether this was an independent trade union. They requested the Government to provide further information in this regard. Despite the assurances given by the Government that workers did have the right to establish organizations of their own choosing, they noted that, when such efforts were made by, for example, the Confederation of Democratic Workers of Cuba, the people concerned were harassed and arrested. It appeared, therefore, that it was not so easy to set up an independent trade union. The amendments made to the Constitution were not sufficient to ensure the right to establish freely independent trade union organizations. Measures had to be taken to guarantee this right by adapting all the legislation appropriately and by taking steps to ensure its application in practice. They noted that discussions on Cuba had often been too aggressive from all sides. The reports supplied by the Government to the Committee of Experts carried both an aggressive and a defensive tone. The Workers' members indicated, however, their desire to help the Government to move towards change. They encouraged it to take further steps to ensure the freedom of the trade union movement. They expressed the hope that they would see further developments in this direction next year and indicated that such changes would be welcomed with satisfaction. They cautioned, however, that sterile repetition of the arguments put forward over the decades would result in a regression to the aggressive debates of the past.

The Employers' members stated that they were a bit doubtful about the progress made in this case. The written information provided by the Government was substantively the same as that indicated last year. While the constitutional amendments were a step in the right direction, it still appeared that very little had changed. The reference to the Central Organization of Workers (CTC) in the Labour Code still remained. They recalled that this case had been discussed in this Committee for many years and the small changes made were still very far from ensuring the right to establish, in practice, the trade union organization of one's choosing. They queried whether another union would ever be able to be registered in Cuba with ease and without the bureaucratic red tape designed to impede its establishment. They expressed the hope that the Government would take the necessary steps to ensure that State mandated trade union monopoly no longer existed.

The Workers' member of Paraguay recalled that this case had been discussed for many years and that, each year, this Committee formulated conclusions requesting the Government to provide further explanation. The declarations subsequently made by the Government were never satisfactory and did not guarantee the principles of freedom of association and human rights. He stated that the trade union rights and the conscience of Cuban trade unionists had been violated for 34 years because they did not have the right to establish or join any trade union organization other than the Central Organization of Workers. He indicated that the time had come for the ILO to move on to a second stage: to stop discussions without substance and to undertake concrete action to ensure respect for freedom of association. Cuban workers should have the right to live in freedom as well as to choose freely the trade union organization to which they wished to belong. The ILO should take measures other than those adopted up till now in order to try to obtain the guarantee for trade union rights in Cuba and to ensure that Conventions Nos. 87 and 98 were no longer violated.

The Workers' member of the United States pointed out that there were three kinds of countries which violated the principle of freedom of association. Some countries allowed unions to operate freely but restricted their free activity in certain sectors such as the public service or essential industries. In this case while the violation was substantial it was only an aberration. In other countries, unions were allowed to exist, but everything was done to impede their activities. These cases required constant vigilance in order to ensure the survival of the unions and the extension of the full meaning of freedom of association to them. The case being discussed here fell in the third category, namely independent unions were not allowed to be freely established and all means were used to suppress anyone who tried to do so. The Government did not even acknowledge the petitions lodged by the General Union of Cuban Workers (UGTC) or by CONCI to be registered. The only organization permitted in Cuba was the CTC because its leaders were chosen by the Communist Party, which the CTC recognized as the vanguard and the highest organ of the working class. He stated that the State's position of imposing a union monopoly manifested itself in the arrest and physical assault of UGTC leaders on various occasions, such as a protest against the failure of the CTC to represent the interests of workers and a May Day demonstration. He requested this Committee to urge the Government to provide additional information in the near future on the concrete steps taken to permit the free establishment of free trade unions as this was only the first step in ensuring that they might be full and effective participants in society.

The Workers' member of Cuba pointed out that, with respect to the independence of the trade union movement and to the comments made in this regard in the Committee of Experts' report, the relations between the Cuban Communist Party and the Central Organization of Workers did not in any way compromise the continuity of the trade union movement and that these relations were in conformity with the resolution on the independence of the trade union movement adopted by the ILO in 1952. He pointed out that, as indicated in the statutes of the Central Organization of Workers, the CTC was not an organization of the Communist Party nor of the State, and did not receive any financing from them. He indicated that the members of the CTC approved the statutes, rules and guidelines of work and elected its leaders in an open and democratic manner. No candidates had been proposed by the Communist Party. The fact of recognizing the Communist Party as the vanguard of the working class in the preamble of the CTC statutes did not at all mean that the Party interfered in its internal affairs. The relationship between the CTC and the Communist Party is approved by the workers democratically and it was only they who could change it. Trade union and social freedom had existed in Cuba for 34 years and the CTC based all its action on permanent consultation with the workers. The CTC developed its trade union action freely in the more than 70,000 workplaces in the country and had no indication or information about workers setting up another union, apart from the distorted and ill-intentioned information financed by international organizations which, for political reasons, entered the country.

The Government member of the United States, noting the importance placed on technical assistance from the ILO and the fact that, last year, this Committee had urged the Government to consult with the ILO on this matter, suggested that it might be appropriate that the Government discuss the possible ways of resolving this situation with the ILO.

The Government representative stated, in reply to the questions asked by the Workers' members, that a change in the Constitution had occurred and that this change had been noted by the Committee of Experts in its comments, a change which expressed the Government's will to respect the independence and autonomy of trade union organisations. She stated that, in Cuba, the workers exercising freedom of association had adopted the trade union structure which they had considered most appropriate. The changes to the Constitution were representative of the Government's will. The Labour Code only reflected a tradition of unity in the workers' movements. In Cuba there were 18 national branch unions which had, of their own will, formed one central union organization since 1939. This showed that the Government would not impose by legislative means trade union pluralism, since if it did so this would be an imposition contrary to the Convention in the same way as if legislative means were used to impose a system of trade union unity. The adoption of one or the other form of trade union organization was a matter to be left solely to the workers. The Committee of Experts was in a position to analyse, in the light of the new Constitution, what was the Government's position in this regard. The obstacle to the creation of what was here described as independent organization was not in the law. The CTC was not a party or state body, as was clear from its statutes. The difficulty in question was a consequence of the lack of credibility and from the fact that the workers did not trust certain individuals who were not trade unionists and who were ready to be manipulated from overseas for political and propaganda ends. In no workplace did workers want to follow persons they did not know or elect and who did not act in the name of any union, and whose concerns were not of a union nature. As for the ILO technical assistance mentioned, she stated that her Government had requested such assistance on many occasions when it felt that it was necessary and desirable and it had always received a favourable reply from the Office. The Government would request such assistance when it considered it necessary, but would do so based on its own decision and after having first sought its own solutions to its problems.

The Committee took note of the written and oral information provided by the Government. Like this Committee of Experts, this Committee noted with interest the amendments made to the national Constitution. On the other hand, it could only be regretted that the Government once again felt that it was not in contradiction with the Convention with respect to the independence and autonomy of trade union organizations. The Committee urged the Government to review its position in order to guarantee all workers and employers the right to establish occupational organizations outside of the existing structure if they so desired. The Committee trusted that the Government would submit detailed information in the near future on the issues raised by the Committee of Experts. The Committee recalled that the International Labour Office could provide technical assistance to governments upon their request.

Chad (ratification: 1960). A Government representative stated that the National Sovereign Conference had expressed its agreement with the comments of the Committee of Experts and requested the Government to recognize freedom of association. In this respect it had requested the repeal of Ordinance No. 30 suspending all strike action throughout the country and Ordinance No. 001 prohibiting public and similar employees from exercising the right to organize. The draft laws repealing these Ordinances had been already submitted to the Council of Ministers. Having recognized the earlier error of including trade unions within the scope of laws governing associations in general, the Government was proposing that trade unions should only be regulated by the provisions of the Convention and the Labour Code. Furthermore, various amendments to the procedures for strikes had been communicated to the Committee of Experts and the Government was awaiting the Committee's comments. Despite the fact that the Government was vigilant in fulfilling its international obligations, it was confronted by a series of problems that required the technical assistance of the ILO.

The Workers' members, while noting the repeal of Ordinances Nos. 30 and 001 called for by the National Sovereign Conference, noted that the comments of the Committee of Experts and the complaints examined by the Committee on Freedom of Association also concerned other violations of fundamental principles of the Convention. The supervisory bodies had noted that every time the Government considered its interests were violated, it may threaten to take measures against trade unions which could endanger their very existence. The Workers' members considered that such a situation could not permit the creation of a climate of cooperation necessary for the conclusion of a social pact and the resolution of the current economic crisis. If the Government was determined to change the situation, it should examine the current situation, faced by the workers and the employers, as well as the comments of the Committee of Experts and of the Committee on Freedom of Association. The Workers' members were of the opinion that it was important to urge the Government to take the necessary measures to bring its legislation into conformity with the Convention and to follow up all the comments made by the Committee of Experts. In this respect they considered that the technical assistance of the ILO could be useful and requested the Government to provide information on measures taken in law and practice to implement the Convention.

The Employers' members stated that the outright prohibition of the right to strike, the prohibition of public servants' right to organize, the requirement of prior authorization for the formation of trade unions, as well as the other points raised by the Committee of Experts constituted violations of the Convention. They therefore considered the national law should be changed. The Government representative had stated that these amendments had already been partially made. They therefore considered that copies of the amendments should be provided to the Committee of Experts for an assessment of the progress made. The Employers' members also stressed the importance for the Government to provide detailed reports on all the points contained in the report of the Committee of Experts so that it could re-examine the situation.

The Workers' member of Senegal was of the opinion that it was important that this Committee be informed of the repeated violations of this Convention as regards the workers of Chad. He considered that it was absolutely necessary that international organizations act to put a stop to these violations. He pointed out that in many African countries a national conference rarely resolved the problems relating to human rights and in particular those relating to trade union rights and other workers' rights. In light of the promises made by the Government to this Committee, the speaker requested the firm intervention of the ILO in order to ensure Chad's compliance with international law.

The Workers' member of Greece wanted the Government representative to clearly indicate if Ordinance No. 27 of 1962 had been repealed, thus permitting trade unions to organize themselves. If this was the case the Government should be requested to communicate a copy of the repealing law. While acknowledging the fact that Chad was a country that had long suffered from war, he pointed out that the prohibition of freedom of association did not constitute a way out of the crisis.

The Government representative noted with interest the comments made and reiterated the fact that the Committee on Labour and Social Security would soon be deciding on the submission to the Council of Ministers of draft laws prepared following tripartite consultations. More specifically, following a compromise with the trade unions, the transitional government had submitted a draft law to bring unions within the scope of the Labour Code and not that of Ordinance No. 27. She further requested the indulgence of this Committee in view of the problems faced and of the new positive climate currently prevailing. She hoped that in future a mission from the ILO would provide technical assistance and note the improvement in the matters relating to this Convention.

The Committee noted the oral information provided by the Government representative and expressed its deep concern regarding the very large discrepancies between the law and practice, and the terms of the Convention, given that for many years the Committee of Experts had been urging the Government to repeal the Ordinances of 1975 and 1976 and the provisions of the Labour Code which contravened this Convention. The Committee also deplored the fact that the Committee on Freedom of Association, at its May 1993 Session, had to examine a complaint presented by international trade union organizations concerning in particular the administrative suspension of the Union of Trade Unions of Chad, the prohibition of its operations and the occupation of its headquarters by the police. The Committee further deplored these violations of freedom of association both in law and in practice and urged the Government to meet its international obligations in this regard. The Committee noted with interest the draft law abolishing the prior administrative authorization for the formation of trade unions. It also noted with interest the Government's proposal regarding the necessary amendments to the right to strike. The Committee noted the Government's intention to request the technical assistance of the Office to resolve the problems mentioned by the Committee of Experts. The Committee hoped that the Government's next report would contain information on the concrete progress made in decisions regarding the full implementation of this Convention.

Colombia (ratification: 1976). A Government representative stated that some elements of the statements made by the Minister of Labour to this Committee last year were still valid. In fact, the presence of the authorities, in accordance with the law, at some trade union meetings, as well as their interventions with regard to their by-laws and in other cases (for example, internal conflicts) was requested by the unions themselves. The prohibition in the law of members representing the employer before his workers, or members of the top management of an enterprise from becoming members of the executive of a trade union was intended to ensure the autonomy and independence of trade unions from the employers. He recalled that in 1991 a new constitution was adopted and the task of harmonizing legislation with the constitutional standards would involve much work and require a lot of time going beyond the mandate of the current Government. The Government, however, was committed to consulting the social partners in the elaboration of the necessary labour standards. In this respect, the Government wished to hold consultations with regard to the tripartite committee provided for in the Constitution (formation, duties, etc.) and with regard to the definition of essential public services (entrusted to the Legislature by the Constitution). However, not all the information requested from the social partners had yet been received. The Government hoped the Congress would set aside time for the harmonization of the legislation with the Constitution and ILO Conventions which were part of national legislation. With regard to the concern expressed by the Committee of Experts at the serious climate of violence prevailing in the country, he reiterated the position stated by the Minister of Labour last year which excluded the public interest from the scope of the Convention and added his Government would be among the first to share this concern about the prevailing climate of violence while, at the same time, rejecting the existence of a policy that violated freedom of association and other human rights. This climate of violence was the result of innumerable conflicts between guerrilla groups and other groups linked to drug trafficking. After describing in detail some of his Government's major successes against these two plagues, he stated that the victims of assassinations were not only trade unionists but also included ministers, prosecutors, presidential candidates, directors of papers and journalists, state officials, judges and citizens. This was a general phenomenon and did not only affect trade unionists. Many trade unionists had been assassinated in the Utabá region by their former comrades in arms when some guerrilla groups decided to join the peace process. Finally, he stressed the total adherence to human rights and democratic principles of his country's Constitution.

The Workers' members recalled that this Committee had discussed this case at length last year. The Committee of Experts also had noted some progress in 1992 while noting a series of discrepancies between the national legislation and the principles of freedom of association. In 1993 the Committee of Experts, basing itself on the conclusions of this Committee in 1992, had noted again that such discrepancies continued to exist. The Workers' members also indicated that the Committee on Freedom of Association had examined seven complaints against Colombia containing very serious allegations that threatened the life and security of trade unionists and the right to collective bargaining. The Committee of Experts had expressed its concern about this serious climate of violence which made the exercise of freedom of association very difficult. In view of the lack of progress, the Workers' members supported the request made by the Committee of Experts that the Government amend the provisions of the law which impeded the exercise of freedom of association and put an end to arbitrary administrative practices, and thus ensure, in practice, the enjoyment of the freedom of association. They considered that the appropriate framework to prepare the necessary changes existed, and referred to the tripartite national committee provided for in the Constitution and mentioned by the Government in 1992, and to the technical assistance of the ILO. Last year, the Government had stated that this tripartite committee would be set up and that its objectives were set out in broad terms. It appeared to the Workers' members that, since then, this tripartite Committee had not yet been set up and it was no longer a priority of the Government. This was why they asked, as had the Committee of Experts, that the law and practice be brought into conformity with the Convention and suggested in this respect that the national tripartite committee be involved in these changes. With regard to the various limitations on strikes and the right of the Minister of Labour and the President to interfere in labour conflicts, the Workers' members referred to the jurisprudence of the Committee on Freedom of Association which only permitted recourse to compulsory arbitration in the context of essential services in the strict sense of the term. This jurisprudence had been specifically confirmed by the Committee in cases concerning Colombia. They repeated their concern at the repressive measures taken in a climate of violence which, for example, labelled striking workers as terrorists, and urged the Government to take the necessary legislative and practical measures so as to ensure the full application of the Convention. They expressed the wish that the conclusions of this Committee should be drafted in the strictest of terms, in view of the doubts concerning the Government's real commitment to cooperating with the supervisory bodies of the ILO so as to ensure progress in this case and all the more so since this case had already been the subject of a special paragraph two years ago. They considered that mere declarations of intention by the Government did not suffice.

The Employers' members pointed out that it was necessary to weigh the climate of extreme violence prevailing in the country in drawing any conclusions in this case. They pointed out that last year the Committee of Experts had noted that some progress had been made but has, this year, raised ten points of varying importance that required improvement. With regard to the discrepancies involving the internal management of trade unions, the Employers' members shared the comments of the Committee of Experts which considered them to limit clearly freedom of association. With regard to the limitations on the right to strike, they reiterated their position stated in 1992. The Government had often stated its readiness to take measures regarding strikes as shown by the draft law submitted to Parliament and by the new Constitution of 1991. Nevertheless, with regard to essential services which according to the Constitution were to be defined by law, the Employers' members stated that this was, in principle, acceptable but that one would have to wait for the adoption of the said law and its application in practice before being able to assess the situation. With regard to intervention by the authorities in collective disputes by convening a compulsory arbitration tribunal, the Employers' members fully shared the Committee of Experts' position. The Committee of Experts stated, however, that when a strike was declared unlawful on the basis of a national standard which contravened the principles of freedom of association, the dismissal of trade union leaders, even if it was lawful, would be contrary to the Convention. The Employers' members stated that it was difficult to understand this position of the Committee of Experts, given that it was derived from a hypothesis based on something outside the scope of the Convention. With regard to the other points concerning the necessary amendments mentioned by the Committee of Experts, the Employers' members noted the progress already made, but pointed out that additional measures needed to be taken. Taking into account the difficulties faced by Colombia today, they were of the view that the choice was between being more patient or, on the contrary, applying more pressure. Many of the practical violations of the Convention were not attributable to the Government. That was why one had to maintain a critical dialogue with the Government taking into account the improvements already noted by the Committee of Experts and remembering that this was an extreme situation. The Employers' members hoped the Government would provide a very detailed report so as to enable them to examine the case in detail next year.

The Workers' member of New Zealand stated that he wished to associate specifically the New Zealand Workers with this case because of the seriousness of the allegations. He stated that the reference by the Committee of Experts to a "serious" situation of violence "preventing full exercise of the trade union activities", while acknowledging respect to the learned Committee and its concern to be neutral, was a serious understatement of the intimidation and horror of the reality of life for trade unionists in Colombia today. From the information in the Committee of Experts' Report, and the additional information made available by the Workers, it was clear that there was a sustained campaign of legal frustration and obstruction, as well as brutal killings and intimidation, directed at curtailing collective workers' organizations and bargaining in Colombia. He stated that he could only feel humble that workers and union officials in Colombia continued to attempt to exercise their rights in such a dangerous situation. This was a case where one felt very strongly the frustration of the Committee of Experts, reflected in its comments in paragraph 111 of its Report, regarding the inadequacy of sanctions to secure observance of Conventions – particularly where such gross violation of basic human rights were concerned.

A Workers' member of Colombia stated that in his country it was impossible to develop trade union life because social action was treated as a crime. His Government, under the pretext of combating drug trafficking, had adopted an anti-terrorist Decree and established laws on public order, but in 1992 only 6 per cent of the 618 persons detained under this law were drug traffickers and guerrillas, the rest being persons belonging to social organizations. He explained that the above-mentioned anti-terrorist statute established a procedural system which did not recognize the right to a defence and the principle of public trials, and established secret judges, public prosecutors, magistrates, witnesses, evidence and experts. Seventeen workers of the TELECOM enterprise had been jailed under this statute, and the president of the principal Colombian refinery was detained after having discussed a list of demands and having obtained a satisfactory agreement for the workers. The speaker himself had been threatened by the General Public Prosecutor with possible criminal proceedings for having obstructed justice, after a visit in order to discuss the application of the above-mentioned system to trade unionism. The anti-terrorist Decree increased penalties disproportionally, established special procedures for complicity, covered up much misconduct at the discretion of judges and converted the labour struggle into a political crime. Moreover, he indicated that different criminal provisions applied to trade union activities. Under section 290 of the Penal Code, which established the violation of the freedom to work as a crime, trade union leaders of the cement industry were ordered to pay the equivalent of $1 million and sentenced to seven months' imprisonment. The trade unionists of the banking sector were sentenced for "obstruction of work", and those of the National Archives for giving out posters that were supposedly slanderous on the basis of a request made by an employer, and for the supposed falsification of a trade union document. In addition, the arrest of the Secretary-General and President of the National Federation of Cocoa Workers was ordered, as well as the seizure of their property. He regretted that the Government continued to repeat that it would bring the legislation into conformity with the Conventions, at the same time as it accepted the tripartite committee which made unilateral decisions, as in the case of the increase of the minimum wage, and the dismissal of 40,000 public servants, among other examples. In the same manner, the Government decided to reject a draft labour statute endorsed by a million signatures that had been submitted, and justified this by stating that no rules had been established for the plebiscite initiative which was provided for under the Constitution. Finally, he referred to the high number of murdered trade unionists, and the impunity for these crimes which the Government had not acted against, and requested that the Committee record the case in a special paragraph.

Another Workers' member of Colombia regretted having to relate once again the serious circumstances which were oppressing workers with regard to freedom of association and human rights. In his country there was no guarantee for the development of trade union activity, given that many trade unions were destroyed in their formative stages and were established in secrecy. He considered it uncertain that the new law would envisage automatic legal registration of a trade union, since in practice the same legal obstacles continued as before, so that one could not speak of legislative progress. He stated that in his country this Convention was not respected and that a disturbing process was developing of penalization and criminalization of the trade union and labour struggle, with serious repercussions for workers. He gave as examples the situation in respect of air-traffic controllers, and the ECOPETROL and TELECOM firms whose workers had been repressed violently solely for the crime of having defended national sovereignty by opposing the privatization of these firms. Presently, 13 workers were detained for having exercised their rights, having been judged by "faceless judges" under accusations of terrorism, with secret witnesses and evidence and serious restrictions on the lawyers for the defence. Three other leaders of the TELECOM trade union, including its President, Eberto López, were being persecuted and obliged to live in secrecy. He indicated that the firms had been militarized and that in general the workers were experiencing a repressive and humiliating situation. He stated that the murder of trade unionists continued without the Government taking appropriate measures to combat the adversity resulting from such violence. In his opinion, the problem could not be resolved by declarations of civil war, but only through far-reaching social changes. He did not agree with and it seemed inacceptable to him that a link between the guerrillas and the trade unions was alluded to because, among other reasons, the fact that such a link had been made had resulted in numerous murders of workers. He referred to the restructuring and privatization decrees issued in December 1992 which resulted in the dismissal of more than 50,000 state workers and to the abusive use of the concept of essential public services which went so far as to include the hotel industry. He requested that the Committee take measures to prevent the destruction of the trade union movement and the sentencing of the TELECOM trade unionists to long prison terms, and requested that this case be recorded in a special paragraph because of the constant violations of rights of workers and of human rights. He gave the Office a file with information on different aspects raised in his intervention so that they would be made known to the Committee of Experts.

A Workers' member of Panama indicated his concern about the situation described by the Workers' members of Colombia and the explanations of the Government representative that, in his opinion, seemed to justify the murders of trade unionists on the basis of the fact that, in Colombia, not only trade unionists but also judges and presidential candidates were murdered. He considered that this was a serious case involving violations of human rights that should be recorded in a special paragraph of the Report of the Committee.

A Workers' member of France regretted that more and more countries were delaying bringing their legislation in conformity with the Conventions. He stated that, according to the report of the Committee of Experts, in order to form a trade union in Colombia, two-thirds of its members must be Colombians which would exclude foreign workers who would then not have the possibility to express themselves. In addition, he noted that strikes could only be declared at the level of the undertaking, in the presence of a representative of the authorities, which amounted to interference by the Government in trade union activities. He wondered what protection trade unionists had against dismissal in a country that was in the process of opening up its market within the framework of the Andean Pact.

A Workers' member of Spain stated that with regard to the case of Colombia each year the Government repeated the same arguments in this Committee, namely, that the interference by the authorities in trade union meetings was a result of requests made by the trade unions themselves and that in Colombia not only trade unionists but also journalists, government representatives and judges were murdered. He indicated his concern with regard to the so-called "faceless justice", which offended all the most basic legal principles, and to the confusion between trade unionism and terrorism which was an offence to the trade union movement.

A Workers' member of Botswana stressed that the extensive legal repression of the Colombian trade union movement was of utmost concern to African trade unionists. He noted that in Colombia during 1992 more trade unionists were killed than in any other country, and that 800 had been killed since 1987. They were subject to constant intimidation as a direct consequence of activities, whether trade union political or linked to industrial disputes, and as a consequence of their demands for economic, social and human rights for their members. He considered that it was particularly disturbing that those who had committed violations of the right of freedom of association had been able to do so with impunity. For this reason he firmly supported the proposal of the Workers' members and hoped that very severe conclusions would be adopted in this case.

A Workers' member of Germany stated that he was very concerned by the situation in Colombia, where trade unionists were the victims of a large number of arbitrary arrests, summary justice and persecution organized by paramilitary groups. He was surprised that the Employers questioned the findings of the Committee of Experts concerning the exercise of the right to strike and the dismissal of trade unionists in this country. Considering the principles proclaimed under Article 8, paragraph 2, of this Convention, he observed that if an internal law contradicted the Convention, such as the case of a dismissal that was contrary to the Convention, employers were expected to take a clear position on the basis of these principles. Finally, he invited the Committee to formulate very firm conclusions and to mention this case in a special paragraph of its report.

The Government representative mentioned the clear obligations contained in the new Constitution, the labour statute which should be promulgated by Congress, the integration of ratified Conventions into the internal legal system, the definition of essential public services and the regulation of the tripartite committee which had been established by the Constitution but which required the adoption of laws to regulate its composition and functions. In referring to that which had been stated by one of the Workers' members of Colombia in respect of the presentation to Congress of a draft labour statute, he indicated that rules governing popular initiatives provided for under the Constitution had still not been made, and that in any event the decision was to be made by Congress and not by the Government. With regard to the Terrorist Statute and its application to the TELECOM workers, he indicated that the strike concerned was a political strike and that for this reason it had been declared illegal. He explained that the Government had requested the courts to, on the one hand, cancel the legal personality of the TELECOM trade union and, on the other hand, to investigate the criminal acts which could have taken place during the strike. The first was rejected and the second, by a decision of the Public Prosecutor was divided into two separate trials, one before ordinary courts and the second before the anti-terrorist jurisdiction. He referred to the dismissals in the public sector which, he explained, were due to changes in the structure of the State and the national economy. By way of example, he stated that the sector for prior control of public spending had been eliminated, leaving 7,000 workers without employment, and the customs sector where, because of the opening up of imports, officials who had been previously responsible for issuing import permits had lost their employment. He pointed out that compensation and retirement plans had been drawn up which had covered many workers. He contested the assertion that he wished to excuse the death of trade unionists on the basis that there were other murders as well, that he had referred to the need to take into account the overall context in the country, and that he had wanted to establish a link between the guerillas and trade unionism. He indicated that the Government was interested in demilitarizing the country; evidence of this was that for the first time since 1948 the Minister of Defence and the Director of the Administrative Department for Security were not members of the military. With regard to the Andean Pact, he indicated that the promise of a free trade zone would involve problems of adjustment and that the Government would endeavour to give all necessary support to national industry and agriculture so that they could face the competition. He emphasized that his Government took its human rights obligations seriously, proof of which lay in the fact of its voluntary submission to the Inter-American Court of Human Rights.

The Committee took note of the written and oral information provided by the Government representative. The Committee noted its understanding of the serious violent situation confronting the country. The Committee observed that there were still numerous and serious differences between legislation and practice and the principles confirmed by the Convention in the different points raised by the Committee of Experts for several years. The Committee took note with interest that the Government had expressed the will to come to terms with the social partners in labour matters. Nevertheless, the Committee could not fail to note that no progress had been made since this case had been examined in June 1992. The Committee expressed the firm hope that the tripartite committee responsible for drawing up draft legislation would complete its task within a short time period. The Committee continued to be deeply concerned by the situation, both in fact and in law, regarding trade union matters, and urged the Government to adopt urgently the necessary measures, with the technical assistance of the ILO if it wished, in order to reconcile its legislation with the Convention so that the Committee could take note, in the very near future, of concrete and significant progress in this matter.

Costa Rica (ratification: 1960). The Government supplied the following information:

1. The Government has taken legislative measures to:

(a) *guarantee that solidarist associations do not become involved in trade union activities.* During the current ordinary session of Parliament, the Government has asked the official parliamentary fraction to give priority to the steps leading to the adoption of Bill No. 11273, which adds a paragraph (d) to section 8 of Act No. 6970 (Act on Solidarist Associations) and which specifically prohibits these associations from participating directly or indirectly in collective bargaining of an occupational nature. This legislative measure responds specifically to the recommendations made by the Committee on Freedom of Association in its conclusions relating to Case No. 1483.

(b) *guarantee effective protection against all forms of anti-union discrimination.* In August 1991, the Government had requested technical assistance from the Director-General of the ILO, to improve and update its labour legislation, particularly in the field of protection against anti-union discrimination. In response to this request, an ILO expert carried out an exploratory mission from 31 March to 10 April 1992 in order to evaluate the actual situation. The said expert drew up a report containing a series of proposals relating to draft legislation on trade union guarantees. After this mission, the assistance of the ILO was requested in order to organize a visit by an official from the Labour Law and Labour Relations Branch of the ILO. This visit was carried out for a week starting on 2 April 1993 and ended with positive results.

During the visit, the draft texts that the Government had decided to submit to Parliament were also presented to this official. The texts in question are the following:

(i) a Bill repealing sections 333 and 334 of the Penal Code, which was approved by the Legislative Assembly and will soon be signed by the President of the Republic so as to enter into force;

(ii) a Bill amending several sections of the Labour Code as well as the Organic Law of the Ministry in order to update fines. The Government attaches as an annex the positive opinion of the majority in the Commission of

Legal Affairs. The Bill was approved by the Legislative Commission and will be examined during the current session of the Legislative Assembly;

(iii) a Bill on public employment, proposed by the Government, which is currently the object of bilateral negotiations with the trade unions;

(iv) a Bill on unemployment funds and economic liberalization, which has been submitted by the Government for the current session of the Legislative Assembly;

(v) a Bill on unfair labour practices and the supervision of trade union rights, which will be treated by the bilateral Commission made up of government and trade union representatives.

All these draft Bills have already been studied by the competent services of the ILO whose comments and proposals, which were received on 19 May 1993, were transmitted to the parties involved in bilateral negotiations and to the Legislative Commissions. Within the framework of the continued technical cooperation between the ILO and the Government, a visit by an official of the Labour Law and Labour Relations Branch has been fixed for next July in order to complete the revision of labour legislation which has an emphasis on protection against anti-union discrimination.

(c) *guarantee the elimination of all inequalities of treatment between solidarist associations and trade unions.* As indicated in the preceding paragraph, the Government has submitted to the Legislative Assembly a Bill on unemployment funds and economic liberalization which changes the compensation to be paid in case of dismissal into a real right by conferring on trade unions the competence to manage the funds originating from such dismissals and by attributing to them the same function as that attributed to solidarist associations. Moreover, a Bill, which intends to put solidarist associations and trade unions on an equal footing by providing for the same minimum number of workers necessary to form these organizations, will soon be submitted to the legislative authority.

2. *The right of trade union leaders to hold meetings on plantations*

Following the visit by the ILO Regional Adviser for Standards with the aim of providing assistance to implement the steps taken by the Ministry of Labour to improve the labour law, a first version of a Ministerial Directive was drawn up. This text takes account of the requests made by the Committee of Experts in that a provision guarantees trade union leaders the right to hold meetings in workplaces, including on plantations. On 15 April 1993, the Minister signed a Directive which binds the labour administration authorities so as to guarantee to workers and their representatives the right to hold meetings in workplaces.

3. *The right to strike of trade unions*

The Government has supplied the text of the preliminary version of the Act on conditions of service of the public and civil services. Title VI of this text regulates strikes in public services by incorporating the doctrine of the Committee of Experts relating to the conditions in which strikes can be prohibited and restricted (sections 91, 92 and 93).

4. *Prohibition on foreigners from holding office or exercising authority in unions*

The Government repeats that the prohibition in question originates from article 60 of the Constitution, which makes it difficult for the Government to make the required amendments.

5. *Right to organize of workers in small agricultural and stock-raising enterprises*

The Government states that since 30 November 1992, procedures have been initiated to repeal paragraph (c) of section 14 of the Labour Code. The Bill has been sent to the President of the Republic and its was decided to transmit this text to the ordinary session of Parliament that has just started.

Costa Rica. In addition, a Government representative, the Minister of Labour and Social Security, expressed his profound respect for the supervisory machinery of the ILO and emphasized the importance he attached to the sending of reports, although in this particular case the Government's report had not been received for inexplicable reasons. In order to solve this problem it was appropriate to refer to the written information sent by his Government to the reports of November 1992 of the Regional Adviser for Standards and of the Advisory Mission on Labour Legislation undertaken in April 1992 by an ILO expert, as well as to the comments transmitted to his Government by the Labour Legislation Service of the ILO and by the ILO Office for Central America in May 1993. These documents showed the efforts made by his Government to comply with the recommendations of the Committee on Freedom of Association in the case concerning the legislation and practice on solidarist associations and their impact on the situation of trade union organizations. The Government had agreed to comply with these recommendations as well as with similar recommendations formulated by the Committee of Experts. To this end, the Government had made progress in two domains: on the one hand, the Government had started a tripartite consultation on matters which called for negotiations between the Government and organizations of employers and workers, and on the other hand, it had started bilateral negotiations with the trade unions on matters which required their agreement. The result was the submission to the Legislative Assembly of several Bills (of which the ILO had received copies which reflected the recommendations of the Committee of Experts in such a way as to make them effective under national legislation. The Committee of Experts had given an excellent definition of solidarist associations. This institution constituted part of the cultural and democratic tradition of Costa Rica where there was complete exercise of freedom. The Government representative urged the ILO to continue its support, assistance and advice in order to bring about a revision of labour law currently under discussion before the Legislative Assemby. He undertook to send on a regular basis reports containing detailed information on progress achieved to give full effect to the recommendations of the Committee of Experts so that his country could reach a situation which was in full conformity with international standards on freedom of association.

The Workers' members, while appreciating the considerable amount of written and oral information provided by the Government representative, felt that all this needed to be transferred into laws which in turn needed to be examined by the Committee of Experts. First of all, although they had no objections to any informal organization which promoted social harmony, they would however have objections if organizations such as solidarist associations replaced the traditional trade union functions and the employer functions in a country.

Referring to the information provided by the Government according to which there would be an amendment to the Act on solidarist associations which would specifically prohibit those associations from participating directly or indirectly in collective bargaining of an occupational nature, they stated that this would go some way towards satisfying their worries, if this was what the law was actually going to say. However, concern was expressed at the fact that a Bill was under way to put solidarist associations and trade unions on an equal footing. Therefore, further clarification was required on this aspect of the case. Regarding draft legislation to guarantee adequate protection against all forms of anti-union discrimination, the right of trade union leaders to hold meetings on plantations, the right to strike of trade unions and the right to organize of workers in small agricultural and stock-raising enterprises, the only way to ensure that these Bills were in conformity with the Convention was to submit them to the Committee of Experts for its examination. A problem arose regarding the prohibition on foreigners from holding office or exercising authority in unions since the Government stated that the prohibition in question originated from article 60 of the Constitution, which made it difficult for the Government to make the required amendments. It was hoped that the Government would reconsider this point since foreigners who took a prominent part in trade union activities provided a fresh focus on trade union problems, as demonstrated in other countries.

The Employers' members also referred to the five aspects of this case. With respect to solidarist associations, these were unacceptable if they were supported and financed by the employers since they were no longer independent. Regarding the right of trade union leaders to hold meetings on plantations, it was pointed out that, although there had to be an opportunity for trade union representatives to meet either on a plantation or elsewhere, this right could not be construed from Convention No. 87. The same reasoning was applicable with respect to the right to strike of trade unions, whose interpretation by the Committee of Experts could not be construed from the Convention. However, the complete prohibition on foreigners from holding office in unions constituted interference in the internal affairs of a union as stated by the Experts, and the legislation had to be more flexible on this point. Finally, with respect to the right to organize of workers in small agricultural undertakings, which in fact concerned the larger question of the minimum number of members required to establish an organization, the Employers' members were of the view that this was a matter of concern for the organization only. In conclusion, the Employers' members associated themselves with the request from the Workers' members that there should be a detailed written report from the Government so that the Experts could analyse what changes had indeed taken place.

The Workers' member of Costa Rica refuted the arguments put forward by the Government representative by indicating that the Costa Rican Government regularly violated its obligation of sending reports, which was especially serious under Convention No.

87. The draft legislative text of the Government could turn out to be worse for the interests of workers than the actual situation. In such a case, his organization would not hesitate to lodge a new complaint of violation of freedom of association in Costa Rica before the competent supervisory bodies of the ILO. The legislative initiatives of the Government seemed to have the objective of putting solidarist associations on an equal footing with trade unions which could lead to an even more unfavourable situation. According to the draft text of the Government, solidarist associations would be recognized as "workers' organizations" designed to be of "public and social interest". This draft text should be drastically amended in order to comply with the recommendations of the Committee of Experts. In particular, sanctions should be provided for against solidarist associations in cases where they exercised activities which were of the exclusive competence of trade unions. Regarding the right of trade union leaders to hold meetings on plantations, this situation did not require any legislative measure since the legal exercise of such a right in practice was guaranteed by the national Constitution as well as by the ratification of this Convention. Regarding the right to strike of trade union organizations in public services, he stressed that the draft legislative texts constituted a regression for employees in the public sector. The right to strike in Costa Rica was ridiculous and the notion of "public service" should be redefined. The prohibition on foreigners from holding office or exercising authority in unions could without any inconvenience be lifted by a revision of the Constitution which would allow foreign workers to exercise their legitimate trade union rights. As for the right to organize of workers in small agricultural and stock-raising enterprises, he agreed with the Committee of Experts on the need to modify the legislation in force. Consequently, he urged the Government to send reports regularly on the application of the Convention and to ensure that these reports contained detailed and correct information on the conditions in which trade union rights were exercised in his country.

The Workers' member of Colombia indicated that this was a case of a flagrant violation of the Convention. The observation of the Committee of Experts revealed that in Costa Rica a sophisticated system was elaborated to eliminate the trade union movement, limiting the right to strike in the public sector, limiting the right to organize for certain categories of workers and imposing the solidarist associations to hamper the trade union movement. The draft laws presented by the Government did not offer sufficient guarantees because in many cases they represented a slip backwards for workers' rights, as was happening in other countries of Latin America with the latest reforms of labour laws. He referred to a case in March 1993 in which a representative of the Costa Rican workers, present at this session of the Conference, was dismissed from the Ministry of Education after having had his leave for union activities withdrawn. He urged the Committee of Experts to examine in depth the effects of solidarist associations and their negative impact on the trade union movement.

The Workers' member of Argentina stated that the unions were not too opposed to the mutualist system, but that a clear distinction should be made between the activities of workers' organizations and those of mutual associations. He expressed a firm hope that the trade unions and the solidarist associations should be clearly differentiated in national legislation and in national practice. They could not be equally treated, in particular in defending the workers. The next missions from the Office to Costa Rica should ensure with clarity that the principles of tripartism and freedom of association were being upheld.

The Workers' member of Nicaragua stated that the opposition was not made to the solidarist associations but to the anti-trade union practices which derived from their activities. The establishment of solidarist associations had contributed to the disappearance of the most combative trade unions, in particular in the banana plantations. Moreover, the solidarist associations had also affected the existence of other unions. Solidarism was a practice of neo-liberalism which contributes to the destruction of trade unions in all the Central American area. The philosophy of solidarism was summarized by a Costa Rican entity as "The wolf dressed in the sheep skin", that is to say the trade unions were no longer necessary, that recourse to strikes was obsolete and that wages should be determined by the good will of the employers. The Office and the Committee of Experts should analyse seriously the experience of the solidarist system in other Central American countries, given the harmful effects on the trade unions in that area.

The Employers' member of Costa Rica stated that the employers' organizations were open to dialogue. The information transmitted by the Government clearly reflected the situation in his country. In the framework of the Superior Council of Labour, the problems treated in this case had been dealt with. The Government had made a compromise in October 1992 to the unions without consulting the employers' side which, in his opinion, went further than what was recommended by the ILO. In Costa Rica, there was the social peace, in the consolidated and stable democratic framework ensuring the education, housing, health and social security of the population. Solidarism was a movement authentically Costa Rican, regulated by a law which had been sanctioned by eminent national trade unionists. The workers could freely opt between the trade union and solidarism. Even though the strike was prohibited in the public service, strikes were exercised in the essential services – in the sectors of social security and of transport – without dismissal or sanctions. In Costa Rica there was no persecution of trade unions, on the contrary it had offered asylum to foreign trade unionists who could enjoy the climate of freedom in the country. The trade union movement was fragmented and divided by the lack of objectives for the workers' class – in contrast with the solidarist associations. This situation is not due to the State or to the employers. He regretted that the Government's report on the application of the Convention had not arrived in time, but hoped that the situation would soon be mitigated. He hoped that the next missions from the Office could assist in the revision of the labour legislation in the sense of recommendations of the Committee of Experts. In the meantime, the Conference Committee should take note with special interest of the major progress in the transformation and improvement of labour legislation which had taken place in his country.

The Workers' members stressed the relevance of the information provided by the Government that the legislation would be modified in accordance with the comments made by the Experts. They suggested that the contact with the ILO expected in July should be converted into a direct contacts mission. They hoped that the relevant legislation, whether in draft form or as enacted, would be submitted for a thorough examination by the Committee of Experts.

The Employers' members stressed that the issue was not about the word "solidarist" but about the fact that anti-trade union activities took place, such as associations being initiated and financed by employers and enjoying certain preferences laid down in the law. As regards the five points raised, they recalled that different views existed regarding the right to strike and the question of meetings of trade union leaders; on the other hand, they saw a clear violation of the Convention in the prohibition of foreign workers' involvement in unions and in the total prohibition of the right to form unions in small enterprises.

The Government representative, the Minister of Labour and Social Security, took note of the observations made by the members of the Conference Committee, and with particular interest of the statements by Workers' members. The Workers' members made valid and correct statements which highlighted the problem in its real dimension. He recalled that the draft legislation had been submitted to the Legislative Assembly for discussion and approval. These texts had been communicated to the Office and would be submitted to the Committee of Experts to be studied and their contents commented upon. The Government was in a position to uphold all the decisions that the social partners agreed upon in consensus both in the Superior Council of Labour – a tripartite body where these themes were discussed – and in the Legislative Assembly. What would not be accepted by the workers and employers would not be guaranteed as decisions. What could be improved should be improved, as had been stated by the Chairman of the Committee of Experts in his statement during the general discussion. He accepted the proposal by the Workers' members that the question should be treated by a direct contacts mission.

The Committee noted with interest the adherence expressed by the Minister of Labour to the supervisory system of the ILO. It also noted that the multidisciplinary teams would allow the improvement of dialogue between the Government and the supervisory organs. The Committee took note of the detailed written and oral information submitted by the Government representative in relation to the points which had been discussed for years, regretting nevertheless that the report supplied by the Government was not sent soon enough to be examined by the Committee of Experts. The Committee took note, with interest, of the information supplied by the Government according to which various Bills had been drawn up with the technical assistance of the ILO so as to bring the legislation more closely into conformity with the Convention. The Committee observed, nevertheless, that the Government was still not in a position to guarantee to foreign workers that they would have access to trade union office, at least not until they have fulfilled a certain residency period in the country, to meet the wishes of the Committee of Experts, since foreigners were not allowed to hold office or exercise authority in unions by virtue of the Political Constitution. The Committee hoped that the Committee of Experts would be able, in the very near future, to make a thorough assessment of the draft legislation drawn up in collaboration with the Office. Since these matters had been a cause for concern on the part of the Committee of Experts, the

Committee trusted that it would be able to note decisive progress with regard to the whole of the law and practice as regards all the aspects outstanding in the very near future. As concerns in particular the solidarist associations, the Committee took note with special interest of the fact that the Government would take all the necessary measures to ensure that these associations did not take over trade union activities (including collective bargaining, through direct arrangements concluded between an employer and a non-unionized group of workers). The Committee also noted with interest that the Government had requested technical assistance from the Office and had no doubt that the Government would receive all the help it needed to resolve very rapidly the problems still outstanding. The Committee noted with interest the Government's statement to the effect that it was going to request a direct contacts mission in connection with the application of this Convention and, in particular, the question of solidarist associations. The Committee hoped that this mission would be able to take place in the very near future.

Cuba (ratification: 1952). The Government supplied the following information:

1. With regard to the comments of the Committee which appeared in this section of the observation, it was reiterated that the right of workers to form trade union organizations that they considered appropriate was governed by the provisions of section 13 of the Labour Code.

Concerning the comments made by the Committee of Experts on the interim conclusions of the Committee on Freedom of Association, approved at the 254th Session of the Governing Body in November 1992, it was explained that the Government had sent the corresponding reply to these interim conclusions, and that they had been amended in accordance with the report of the Committee on Freedom of Association, presented to the 256th Session of the Governing Body held in May 1993. In its reply, the Government included the letter dated 1 April 1992, sent by a citizen to the Ministry of Justice which was referred to by the Committee on Freedom of Association in the above-mentioned report, in which the said citizen decided to not pursue what he considered was an application to register an apparent trade union organization. In order to provide better details, it was stressed that no application to register and recognize any trade union organization had been made to the Ministry of Justice, and that the application referred to by the Committee on Freedom of Association was no more than a request for information concerning the Associations Act.

When the workers had considered it appropriate for the defence of their interests to form trade union organizations that were different from those already existing, they had met no opposition in the legislation or in practice, nor had they been required to wait for the authorization of any state organization, as provided for under section 13 of the Labour Code. As an example of this, already provided previously, recently the National Union of Science Workers was formed, joining together a total of 44,130 members, having 46 trade union offices, 592 trade union sections and 3,139 first-level leaders elected by direct and secret vote by those workers who carry out scientific activity. At the initiative of workers of this sector, its assembly was held and they adopted their regulations without the necessity of authorization by any State organization. This trade union and its leaders acted in accordance with their interests, without hindrance and with full authority and consideration before the workers that had elected them.

With regard to the reference to the Cuba Central Organization of Workers, when the Labour Code referred in general terms to the Central Organization of Workers, and not in specific terms, as would be the case if the Cuba Central Workers' Organization (CTC) was referred to, it was not done to institute a single trade union system. In Cuba there existed 18 National Trade Union Branches. The Cuba Central Organization of Workers was not established by the law; it was created voluntarily by workers in 1939 and responded to a tradition of unity of the Cuban labour movement which had its origin in the last century. Some of the amendments to the National Constitution already made known to the Committee of Experts were representative of the will of the Government to recognize the autonomy and independence of trade union organizations.

2. With regard to the comments in these paragraphs of the observation, the Government recalled that the independence and autonomy of trade union organizations was also recognized in section 15 of the Labour Code which provided that "Trade unions and the Central Workers' Organization which are joined voluntarily, are governed and function pursuant to the principles, rules and regulations which their members discuss and approve democratically". A worker representative of Cuba described in this Committee at a previous session the form in which workers elected their members, by secret and direct vote, and pursuant to the regulations and rules which had been adopted in the trade union assemblies. The Committee of Experts should not make observations to the Government concerning the content of the trade union rules and regulations, because these documents were the expression of the will of the workers made known and agreed upon democratically at trade union assemblies. The Committee of Experts should respect this will that formed part of the freedom enjoyed by workers and their trade unions, that adopted their own regulations without the interference of the Government.

Ecuador (ratification: 1967). The Government has supplied the following information:

As regards the comments of the Committee of Experts concerning the increase of the minimum number of workers required for the establishment of occupational organizations (section 439 of the Labour Code), the reforms have not impaired the guarantees provided for by the Convention since the right to associate is effectively in force in this country. The Government states that, according to the information furnished by the Department of Occupational Organizations of the Ministry of Labour, 87 occupational organizations in total have been registered in the country between 21 November 1991 and 15 May 1993; there are 45 trade unions, 15 works councils, 24 associations and three federations.

As regards the decisions of the Ministry of Labour when there is disagreement between the parties on the minimum services to be provided in the event of a strike (unnumbered provision, inserted after section 503 of the Labour Code), this provision is in force since the promulgation of Act No. 133 revising the Labour Code of 21 November 1991. However, until now there has been no case where the labour authorities have had recourse to the exceptional possibility of establishing essential minimum services when a strike has been called in institutions which furnish services of public interest.

Regarding the follow-up to the draft amendments to the Labour Code which were prepared by an ILO mission in December 1989, the Government states that a request has once again been addressed to the current President of the National Congress to proceed immediately to the necessary steps concerning the adoption of these draft amendments in order to bring into full conformity Ecuadorian legislation with the international Conventions ratified by the country, by emphasizing the obligation undertaken by the Government before this Committee in June of last year. Together with the request, a file containing precedents and full information on this matter was also transmitted. A file containing documentation on the proposed draft amendments was transmitted to the chairman of the Standing Legislative Committee on Labour and Social Matters. In his response, the president of the National Congress stated that he had requested the secretariat to take the necessary steps so that the plenary sessions of the committees could deal with the said draft amendments. Finally, on this occasion, the Government reiterates its decision to bring its national legislation fully into line with the international obligations to which it has subscribed.

See also under Convention No. 105.

In addition, a Government representative, the Minister of Labour and Human Resources, first indicated that his Government had come to power only in August 1992, but that since then it had been engaged in examining the questions which were the subject of the Committee of Experts' comments. In this regard, the affair had been brought before Parliament by the communication of 27 April 1993 so that the draft laws of 1990 relating to Conventions Nos. 87, 98, 105 and 111 could be examined by the latter. In addition, the Government had drawn the attention of Parliament to the urgency of approving the above-mentioned draft laws. Concerning these drafts, he stated that the Government had done all in its power to persuade the majority of the Members of Parliament to vote in favour of the adoption of the proposed reforms, but the final result was uncertain since the Government did not have the majority in the heterogeneous Congress composed of 17 political parties. As for the question of increasing the minimum number for the establishment of a trade union to 30, he stressed, on one hand, that the same legal requirement of a minimum number of workers to form unions existed in other member States of the Andean Pact (Peru, Bolivia and Venezuela – 20, and Colombia – 25) and, on the other hand, that this Convention did not specify a minimum number in this regard. In any case, unions continued to be formed normally since the legislative reform of 1991; a total of 87 unions had been legally established between November 1991 and 15 May 1993. The Committee of Experts considered, however, that the minimum number of 30 workers, which could be admissible in the case of sectoral trade unions, should be reduced for enterprise unions. The Government found this suggestion problematic and had not studied it because it would not be easy to determine what were sectoral trade unions and enterprise unions. Regarding minimum services in the event of a strike, the Government recalled that the legislative reform of 1991 had established a procedure on this matter and that the subject of the above comments was this procedure and not the minimum of 20 per cent of workers required for such services. He specified that the above procedure consisted of the obligation on the parties concerned to agree, during the 48 hours after notice of the strike to the employer, upon the modalities of minimum services in the services considered to be essential, and in the absence of agreement, of the fixation of such modalities by the President of the Conciliation and Arbitration Tribunal, a tripartite organ, since the President was the Director or Sub-director of Labour. The Government did not understand why the ILO's supervisory bodies could object to the establishment of this procedure while it recognized the right to ban or to limit strikes in essential public services. In practice, the power in question had not been exercised since the entry into force of the revision of the Labour Code, to establish the modalities of minimum services by the intermediary of the authorities. He reiterated the determination of his Government to find solutions for the problems raised by the Committee of Experts.

The Workers' members remarked on the length of time during which the case had been outstanding and the similarity of the Government's statement to that made in 1992 and expressed doubt about the Government's intention to make the necessary changes. As for the minimum number of workers for the establishment of trade unions, they stated it was not for the Government to try and avoid multiplicity of unions. Regarding minimum services in the event of a strike, the relevant legislation concerning the independent body that determined such services should be examined by the Committee of Experts. They were disappointed to see no positive action taken in view of all the discrepancies between the national legislation and the Convention. They requested that copies of the draft laws mentioned by the Government be sent to the Office.

The Employers' members remarked that the Convention did not set forth criteria on the minimum number of workers for the establishment of trade unions or of works councils, and that the principle should be the freedom of association. Concerning strikes, they considered that the Committee of Experts' comments on the relation between Article 8, paragraphs 1 and 2, of the Convention needed more nuance. They welcomed the Committee of Experts' recognition of possibilities of restricting or prohibiting strikes in essential services which, in their opinion, should be determined by social partners or an appropriate forum of the country. They agreed with the statement of the Workers' members' that various discrepancies existed and hoped for a detailed report from the Government for examination by the Committee of Experts.

The Workers' member of France wondered about the aim of setting a minimum number of workers for establishing trade unions. He considered that the requirement of minimum percentage of essential services hindered the right to strike, and expressed doubt about the Government's intention for changes.

The Workers' member of Greece recalled that the amendments to the Labour Code by Act No. 133 had been considered by the Workers' member of Ecuador at the 1992 Committee as a step backwards. He requested precisions on the reform concerning the five points raised by the Committee of Experts.

The Workers' member of Colombia pointed out the danger of leaving the definition of essential services unspecified in the legislation and thus to the discretion of the Government. He wanted further information on the precise contents of the draft legislation.

The Government representative provided some additional information on certain points raised by the Committee of Experts. He emphasized the right of the workers in the public sector to form and join trade unions of their own choosing, as well as to negotiate freely. His Government only made limitations on certain exaggerated aspirations which would have the consequence of reducing the financial resources of the State entities so that they would no longer be in a position to discharge their functions of public service. However, it had never been the case of interference in the right of workers to organize freely and to bargain collectively. Another aspect was the penalty of imprisonment for the instigators of collective work stoppages and illegal strikes, i.e. when public services were totally stopped. As to the requirement that members of the executive committees of works councils be Ecuadorian, he specified that this traditional requirement in Ecuador could be derogated when a situation of reciprocity existed with another country. Concerning the dissolution of works councils, section 461 of the Labour Code concerned only the cases of works councils whose membership dropped below 25 per cent of the total number of workers. In the other cases, only a judicial decision could dissolve a union. He stated that his Government had so far not dissolved any works council administratively and that the proposed reforms covered this subject. Trade unions that consisted of fewer than 30 members but more than 15 as required by the previous legislation could continue exercising their activities, since the new Act was not retroactive. Regarding the prohibition on unions from taking part in religious or political activities, this prohibition was meant to guarantee the freedom of political opinion and of religion, namely that the workers should not be obliged to share a political opinion or a belief in order to affiliate to a trade union or to exercise union activities. Otherwise, trade unions were not prohibited from expressing themselves on points of general politics. He reaffirmed his Government's commitment to resolving the outstanding problems and emphasized the Government's efforts to have the draft laws, which were elaborated with the assistance of an expert mission from the ILO, approved by Parliament. In this regard, the Government wished to count on the support of Ecuadorian workers. He stressed that all the relevant information and the draft texts proposed since 1990 had been communicated to the ILO.

The Workers' member of Ecuador stated that the draft laws to follow up the comments of the Committee of Experts were still with the Congress and that the trade unions supported any law that was favourable to the situation of workers. He further added that Law No. 133 had been challenged as unconstitutional in court. Finally, he requested that measures be taken to remove obstacles in the formation of trade unions. These obstacles were caused by some officials and their bias in conflict during social conflicts.

The Committee noted the very detailed written and oral information provided by the Minister of Labour and Human Resources according to which the Government was committed to adopting the draft law revising the Labour Code prepared in cooperation with a technical mission of the ILO in 1989 and the assistance of the Regional Adviser on Standards, and to bringing its legislation into full conformity with its international obligations. The Committee recalled that the serious discrepancies between the national legislation and the Convention had been the subject of many discussions in the past and its conclusions had been contained in special paragraphs of its report. The Committee regretted that the Government had not yet adopted the appropriate measures to ensure the application of this fundamental Convention, ratified 25 years ago, and once again urged the Government to communicate a copy of the amendments to the Labour Code as soon as they were adopted. The Committee expressed the hope that it would be in a position to note, in the very near future, progress made with regard to the whole of the legislation.

Guatemala (ratification: 1952). A Government representative recalled the institutional events of May 1993 which had led to a change of government. The resignation of the Minister of Labour and Social Welfare prevented a reply being sent in time to the observation made by the Committee of Experts. The new President of the Republic was a defender of civil liberties and his election was made possible with the general agreement of all the political tendencies and with the support of the workers and the employers. He assured the Committee that the Government's comments on the Committee of Experts' observations would be submitted to the Office.

The Workers' members welcomed the information concerning the recent political developments and expressed the hope that the consolidation of the democratic system would allow for favourable developments to take place in the social domain. This Committee had already dealt with this case many times. It had been the subject of a special paragraph in its 1985 report and had also been discussed at length in 1991. While noting certain improvements, the observation of the Committee of Experts showed that the more important problems remained and listed the discrepancies that existed. Moreover, the observation pointed out that new problems had appeared with respect to the Convention resulting from new provisions of the Labour Code imposing new obligations, such as the sworn statement that was required from members of the executive committee of a trade union to the effect that they had no criminal record. A serious situation of violence and insecurity persisted in the country where trade unionists were threatened with murder or abduction, or just disappeared, with the participation of the army and death squads. In the context of a difficult transition towards democracy, this Committee had to remain firm in its demand for total and unconditional respect of freedom of association and had to ask the new Government to give effect quickly to the observations of the Committee of Experts by taking the measures that were necessary.

The Employers' members pointed out that although the legislation dating from 1992 had given rise to certain problems, as pointed out by the Committee of Experts in their report, there had been positive developments. Each discrepancy between the legislation and the Convention had been listed individually by the Experts. The Employers' members agreed completely with most of these points on which they felt some amendment to the legislation was required. However, they did not agree with the Committee of Experts' interpretation of the precise requirements with regard to the right to strike, which in their view could not be construed from the Convention in such specific terms. With regard to the recent political events, although it had been a very turbulent period in Guatemala, there was a new President who had said that he stood for the respect of human rights. They trusted that a comprehensive report would be sent by the Government in the future which would contain information on changes in line with the request made by the Committee of Experts.

The Workers' member of Guatemala indicated that the violations of freedom of association had only deteriorated until the events of May 1993 but that he hoped that the situation would improve in this domain, and in particular that this Convention would be fully respected. A tripartite agreement had allowed for the adoption in November 1992 of a law introducing major amendments to the Labour Code on several points. However, these reforms would be insufficient if the political will and decision to understand, to respect and to ensure respect of national legislation as well as of international labour standards on freedom of association was lacking.

The Employers' member of Guatemala emphasized the importance of the reform of the Labour Code described by the previous speaker. These amendments were the result of a tripartite dialogue aimed at adapting the provisions of the national legislation to the Convention. These amendments were very far-reaching, which recognized the impossibility of dismissing all the members of a union in the process of being established, reduced the number of workers required to establish a trade union and streamlined the procedures pertaining to the establishment of a trade union. With regard to the restrictions raised in the Committee of Experts' observation, it would be appropriate to ignore them given that most of them did not exist in practice. The provisions of the Labour Code mentioned by the Committee of Experts were not applied and there were no means of ensuring their respect. The Courts had not rendered any decision on the basis of these provisions of the Labour Code which remained a dead letter. At that time the situation Guatemala was very different from that which prevailed a decade ago. Important progress had been made which favoured dialogue and good tripartite understanding.

The Workers' member of Germany also welcomed the new political conditions which prevailed in the country but stated that he could not agree with the Employers' member of Guatemala who considered that there were no difficulties. With regard to this Convention in particular, the Committee on Freedom of Association in a recent report had expressed its serious concern and had clearly shown how the different provisions were not respected by the Government.

The Workers' member of Guatemala, although not denying the merits of the amendments introduced to the Labour Code in November 1992, once again stated that its application had to be ensured. Agricultural workers who wished to establish organizations of rural workers were accused of being subversive or guerrillas. In June and October 1992, secretary-generals of trade unions had "accidents", of which one was fatal. This meant that attention had to be paid to the manner in which trade union rights could be exercised in practice in the future.

The Government representative stated that she had taken due note of the observations of the speakers and assured this Committee that the next report due on the application of the Convention would contain all the comments that her Government would wish to formulate on this matter.

The Committee noted the information supplied by the Government representative on the institutional situation in her country. The Committee expressed the hope that it would soon be possible to eliminate the discrepancies between national legislation and practice on the one hand, and the Convention on the other hand, a matter which had already been discussed many times and which had been the subject of special paragraphs in previous reports. The Committee strongly urged the Government to adopt in the near future the necessary measures so as to bring to an end the very serious breaches of freedom of association that had been taking pla one of those problems. In the 1960s, when fire-fighters began to organize, this question arose and the Government took a low profile with regard to the first comments made by the Committee of Experts.

Japan (ratification: 1965). A Government representative stated that since 1990 periodic consultations between the responsible ministries and the All- Prefectural Municipal Workers' Union (JICHIRO) had been taking place and that a decision had been taken to find a solution to the problem of the right to organize of fire-fighting personnel within a period of two years. Frequent discussions recently took place involving concrete solutions and procedural matters. Important efforts had also been made to gain a wider understanding of the problems involved and to be able to transmit to Parliament and to the trade unions the necessary information. Despite all efforts and consultations, solutions, approved by all parties concerned, to resolve the problem with a long history behind it and affecting a large number of people had not been found. The Government nevertheless continued to make all possible efforts not to interrupt the ongoing negotiations. It expected the adoption of various measures and a more frequent exchange of information between the parties concerned in the ILO. To the extent possible it would be providing the ILO with all the available information.

The Workers' member of described the historical context of the problem involved. The Convention had been ratified by in 1965 with the help of the good offices of the ILO but not without problems. However, the problem of fire-fighting personnel was not one of those problems. In the 1960s, when fire-fighters began to organize, this question arose and the Government took a low profile with regard to the first comments made by the Committee of Experts. The Government even expressed the wish to resolve the problem so as to avoid discussion in the ILO. Then, in the early 1980s, the Government adopted a more aggressive attitude and challenged the comments of the Experts. In the past few years, however, it began to recognize the importance of finding a solution and today further new events and elements in this respect could be noted. He noted nevertheless that the period of two years from June 1991, during which the trade union leaders and responsible authorities had agreed to find a solution, had expired. It was important to note that, after 21 years, meetings of some significance were now taking place. It was nevertheless clear now that this problem could not be resolved by mere consultations and that a draft law needed to be submitted to Parliament. He recalled that the trade unions of his country have given up the right to strike of fire-fighting personnel because they provided an essential service of public safety. He stressed, however, their readiness to reach any compromise of a transitional nature for trial periods regarding the freedom of association of these personnel in consultation with the Government.

The Workers' members welcomed and commended the constructive and positive remarks made by the Government representative which sharply contrasted with those of previous years. They noted the progress made in the 11 meetings that had taken place in the past two years referred to by the Government representative. They drew the Committee's attention to article 28 of the Constitution of which, in their view, presented no problem for the enactment of laws with respect to ratified Conventions. They invited the Government representative to provide this Committee with more details on the 11 meetings including the problems encountered and solutions provided. They requested the Government representative to confirm whether any possible ILO collaboration and assistance on the question of the right to organize of fire-fighting personnel had been consented to by the Government.

The Government representative stated that, while closely and fully cooperating with the ILO, his Government wished to invite the concerned ILO officials to come to for them to have contact with the responsible people in and to obtain information directly with a view to finding real solutions to the problem. He also stated his Government's formal acceptance of the cooperation of the ILO as one of the possible ways of resolving the problem.

The Workers' members noted the Government's readiness to seek the ILO's collaboration and assistance on this question and considered that what they had heard would go a long way towards improving understanding in ensuring the desired results in .

The Employers' members considered that the Government representative had provided information of great importance. With regard to the substance of the problem, they noted that the Committee on Freedom of Association had already clearly stated that fire-fighting personnel did not form part of the police, while the Committee of Experts and this Committee had not decided on this question. Neither had the Government done so, because this Committee had at its disposal now much information regarding the formal aspects of the problem as well as the procedural progress made, but not on all the results of these procedures. In view of the level of intensity attained in the discussions and in view of the Government's commitment to finding a solution, the Employers' members considered that it was now necessary to seek solutions to the problem. In this respect, they recalled the other cases that could not find solutions for long periods of time but which had been rapidly and positively resolved following consultations. They hoped that solutions would soon be found in the current case and that the Government would keep the ILO informed of developments. With regard to the second point raised by the Committee of Experts concerning the prohibition of the right to strike of public servants, the Employers' members expressed the wish that it should not be included in the conclusions of this Committee given that the Government representative and the Workers' member of had not referred to it.

The Worker's member of Pakistan supported the statements made by the Worker's member of and the Workers' members. He referred to Article 9 of the Convention and hoped that consultations with the ILO would obtain positive results with regard to the right to organize of fire-fighting personnel and further referred to the question of the right to strike mentioned by the Employers' members. He stressed this Committee's and the Committee of Experts' position that public servants should have recourse to a jurisdiction where they could present their grievances or settle their disputes. He hoped the consultations and positive results referred to by the Government representative would bring the legislation of the most industrialized country in Asia into conformity with the requirements of the Convention.

A Government member of Germany also recalled that in earlier cases this Committee had repeatedly called upon the parties concerned to find solutions through negotiations and such appeals had produced results. He welcomed the fact that in the present case all the parties recognized the great progress made and the substantive negotiations taking place after 21 years of silence. He considered that this Committee should take due note of this fact and welcome this development which constituted a hopeful and encouraging sign for the continuation of the consultations with a view to finding solutions. He stressed that his remarks only concerned the first point raised by the Committee of Experts.

The Workers' member of the Netherlands welcomed the discussions regarding the first points mentioned by the Committee of Experts on the right to organize of fire-fighting personnel. This Committee could afford to be optimistic even if it had to wait to see if the Government would honour its undertakings. With regard to the prohibition of the right to strike of public servants, he regretted the failure on the part of the Government to provide any information despite the fact that the Experts had specifically requested such information. He further felt that discussions should also take place concerning this question. He requested the Government representative to indicate if such discussions were taking place on this question in the country and if any progress could be expected soon. The speaker further considered that it was necessary to clarify the question of essential services in general.

The Workers' member of Italy referred to the Italian experience in this respect. The contradictions between the public interest and the interests of workers regarding the right to strike of public servants had been reconciled after long discussions between the trade unions and the public authorities, and the results had been included in the text of a law.

The Government representative stated that, to the extent possible, his Government would provide the requested information with regard to the right to strike of public servants to the Committee of Experts.

The Committee took due note of the oral information provided by the Government representative as well as the discussion that had taken place in this Committee. It recalled that the Committee of Experts, as well as this Committee, had been drawing the Government's attention for some years to the discrepancies between the national legislation and the Convention, particularly concerning the denial of the right to organize of fire-fighting personnel. The Committee noted that since 1990, 11 consultations between the Government and the All- Prefectural Municipal Workers' Union (JICHIRO) had taken place. The Committee noted, however, that for some years the Government had stated to the Conference Committee that consultations were going on in this respect but no concrete measures had yet been taken to ensure the full application of the Convention ratified in 1965. The Committee once again expressed the firm hope that the consultations taking place at the national level with the representative organizations would make it possible in a very short time to bring the whole legislation into line with the Convention. The Committee noted with great interest the statement of the Government representative that the Government wished to cooperate and have consultations with the ILO and in particular its wish to invite those in the ILO handling this matter regarding the right to organize of fire-fighting personnel to visit and to assess the situation *de visu* and *in situ*. The Committee hoped that the Office would be able to provide technical assistance in the form requested and that the Government would in its next report be able to communicate the concrete progress made concerning the application of this fundamental Convention.

Mauritania (ratification: 1961). A Government representative stressed that the Constitution of 20 July 1991 guaranteed to all citizens the right of association and the right to join any political or trade union organization of their choice. As was the case for other public liberties, freedom of association had to be regulated by legislation setting out the conditions required for trade unions to establish themselves and to function. To this end, and without even waiting for the revision of the Labour Code undertaken with ILO assistance to be completed, a draft law had been prepared which would repeal all the provisions restricting trade union pluralism and recognized unequivocally the trade union rights contained in the Convention. The final draft could be submitted to Parliament at the end of the year, once it had been examined by an ILO expert. This showed the Government's intention to bring its legislation into conformity with international labour standards and its readiness, as noted by the direct contacts mission of April 1992, to work towards this end in collaboration with the Office.

The Workers' members recalled that in this case comments had been made for several years on the need to amend the legislation to allow trade union pluralism. In its observation the Committee of Experts noted the assurances given by the Government in this respect during the direct contacts mission in May 1992. The Government representative confirmed this intention to go ahead with the necessary amendments to the legislation. However, this represented a backward slide because although the Committee of Experts had indicated that the adoption of the draft law was planned for April 1993, the Government representative had now promised that this would take place at the end of the current year. The Workers' members could only subscribe to the hope expressed by the Committee of Experts that the Government would take all the necessary measures to bring its legislation into conformity with the Convention. It was moreover indispensable that the Office be kept informed of any developments in the situation by full and detailed reports.

The Employers' members associated themselves with the requests made by the Workers' members. However, they made a distinction between the two points raised by the Committee of Experts. With regard to the amendments that needed to be made to the legislation to make trade union pluralism possible, it was clear that they were indispensable to bring the situation into conformity with the Convention. The Committee of Experts was also asking for amendments to the legislation in respect of the restrictions on the right to strike. Given their stance on the interpretation by the Committee of Experts of the right to strike, and in the absence of information on what the restrictions were in this case, the Employers' members reserved their position on the second point.

The Government representative stated that he had taken due note of the remarks made. The delay in the adoption of the new legislation was due to technical difficulties but the political intentions of the Government could not be doubted. The existence of a free press and of several political parties was a reflection of its commitment to pluralism. With the help of the Office, these developments should also have an impact on trade unionism towards the end of the year.

The Committee noted the oral information supplied by the Government representative. The Committee observed with concern that the adoption of the new labour legislation, in conformity with the Convention, had been delayed. The Committee strongly urged the Government to ensure that the necessary measures were taken in the very near future to ensure that all workers and all employers could establish and join occupational organizations outside the existing trade union structure, if they so wished. The Committee noted with interest the request for technical assistance made by the Government representative with a view to enabling this draft legislation to be adopted before the end of 1993. The Committee hoped to be able to note in the near future significant progress in the application of this fundamental Convention, and requested the Government to supply detailed information in this respect in its next report.

Myanmar (ratification: 1955). A Government representative first referred to the oral and written communications which the Government had provided to this Committee in 1992, and added that a National Convention composed of some 700 delegates, including elected representatives as well as representatives of the political parties, the national races, civil servants, workers, peasants, the intelligentsia and other invited persons had been convened and started on 9 January 1993. The purpose of the National Convention was to lay down the basic principles of a new Constitution that would ensure fundamental rights, including those of workers. After the emergence of the new Constitution, various laws would have to be reviewed so as to be brought into line with it. However, during the transitional period the workers' rights were being ensured by the legislation still in force. At the same time, labour laws reflecting the democratic principles pertaining to workers had been drafted. He stated that new labour laws reflecting the principles of the Convention, to which the Government had referred in last year's report, and which replaced old ones concerning the formation of workers' organizations, had been submitted to the appropriate authorities and were now under consideration. His Government would inform the ILO in due course of progress in the framing of the new Constitution and the new labour laws.

The Workers' members, after expressing their wish to discuss this Convention regarding Myanmar next year, pointed out that this was a long-standing case and recalled that a Government representative had mentioned two years ago the "drastic" change from socialism to multi-party democracy which had taken place in 1988. They thought that the people of Myanmar had been "freed" from the single-party system into a system under martial law.

where human rights violations, such as murder, torture, imprisonment and forced labour, were tolerated and perhaps even sanctioned. They noted that the Government representative's statement did not differ from the statement at the Committee in 1992 regarding the drafting of the Constitution and the redrafting of the Trade Union Act. They were of the opinion that there was no freedom of association in the country or hardly any trade union movement; trade unionists who criticized the Government were imprisoned, the Members of Parliament elected in May 1990 had not been allowed to convene, many of whom were in prison, disqualified or had fled the country. In view of the seriousness of the case and the fact that no progress had been made since 1989 and that there was no commitment to the required changes, the Workers' members proposed to mention the case in a special paragraph of the Committee's report.

The Employers' members pointed out that the subject here was the legislation of 1976 which provided for a monopoly of trade union rights and the corresponding practice, which both represented a clear infringement of the Convention. They also recalled that the case had been discussed for a long time and that the Government representative had repeated that the country was in the process of transition and of revising the legislation. They considered such a comment too general and too weak in light of the gravity of the situation. They were of the opinion that more specific commitment to changing not only the legislation but also the practice was needed. Given the little progress made in the length of time, the Employers' members agreed to the proposal of recourse to a special paragraph.

The Workers' member of the United States emphasized the urgency of the case, referring to the violation of human and trade union rights in the country including arrests of labour activists. He expressed concern about the ideas of some Asian countries that economic development should precede the development of human and trade union rights. He noted that despite the difficult circumstances a free union was operating in those areas where government control was weak, and clandestinely in other areas. He supported the call for a special paragraph in view of the serious situation.

The Workers' member of pointed out that the Workers' representative of Myanmar to the present Conference was a "supervisor" and not a trade union representative. He noted that no progress had been made despite the repeated assurances by the Government, and he supported the inclusion of this case in a special paragraph.

The Workers' member of Pakistan agreed with the previous speakers in noting little progress and in requesting a special paragraph. He urged that the Government should inform the Office of any developments in this matter.

The Government representative first denied that workers were arrested or tortured for trade union activities. He stated that the so-called trade union operating on the border areas was a creation of terrorist groups outside the territory of Myanmar and did not represent any worker in Myanmar. He repeated that the transitional process to a democratic multi-party system and the abolition of the monopoly of trade unions was taking time and preparation. He was opposed to the allegation that elected representatives were imprisoned and stressed that the drafting of the Constitution was going ahead. He repeated that the single trade union no longer existed and that steps had been taken to adopt legislation which would take into account the principles of freedom of association.

The Committee took note of the information repeated by the Government representative according to which his Government was committed to a process of change in the country's legislation in order to guarantee trade union rights. Nevertheless, the Committee recalled that the Committee of Experts and the Conference Committee had indicated to the Government, over a period of several years, the provisions of the legislation requiring amendment and up to now these changes in the legislation had not been made. Consequently, the Committee expressed its deep concern and firmly urged the Government to adopt, in the very near future, the necessary measures in legislation and practice to guarantee to all workers and all employers without any distinction and without prior authorization the right to organize even outside the existing trade union structure should they so wish. The Committee trusted that it would be able to take note of substantial progress in the application of the Convention and requested the Government to transmit relevant detailed information in its next report. The Committee decided to include this case in a special paragraph of its General Report.

Pakistan (ratification: 1951). A Government representative emphasized that his Government was fully aware of its responsibilities and committed to fulfil its obligations under ratified Conventions. The Government attached great importance to the Convention and admitted the discrepancies between the national legislation and the Convention on various points. The Government had, therefore, decided to set up a commission to review and recodify all the labour laws in order to bring them into conformity with the Convention. Due to the changes in the Government, the proposal for the review commission was still pending. He indicated that the ILO had been approached with a request to provide an expert to advise this review commission, but that there had been a delay due to the names proposed by the ILO. The Government had expressed its desire that the expert be from the Asian region. As concerned the various issues raised by the Committee of Experts, he indicated that the question of restoration of trade union rights to employees of the Pakistan Television Corporation and the Pakistan Broadcasting Corporation was on the agenda of the Cabinet and that a decision would be taken soon. Again, due to the change in Government, a slight delay had occurred. The Cabinet had set up a special committee to review the situation of employees in export processing zones and to make recommendations to the Government. This matter had also been challenged in the courts and the Government was awaiting the judgement in order to take remedial measures in the light of the decision. He reiterated that public servants of Grade 16 and above did not fall within the purview of the Industrial Relations Ordinance, but indicated that the officers were allowed to form associations to protect their rights. Information on the size and activities of these associations would be collected and provided to the ILO in the Government's next report. As concerned the Schedule to the Industrial Relations Ordinance which set out the public utility services in which strikes were prohibited, he reiterated his Government's view that disruption of any of these services was likely to endanger the health and safety of society as a whole. Consideration had not, therefore, been given to amending the Schedule, but this matter would also be reviewed by the proposed commission. He reiterated his Government's position that granting the right of representation to minority unions would severely undermine the importance of the elected representatives. The workers were against such a move. The minority unions could misuse the right to dialogue in order to advocate their own interests instead of representing their own members. This issue would also be the subject of review by the commission. Finally, he indicated that, while trade unions could not be formed in private and public sector hospitals, employees of hospitals had formed associations and were able to act in a wide range of ways for the defence of their members' rights. Again, this issue would be reviewed by the commission.

The Workers' members noted that this case had been discussed in this Committee in the past and that it had been the subject of a special paragraph in 1987. They noted that the Committee of Experts had to examine once again the same seven points which had been the subject of discussions in this Committee. Given the lack of information provided and the lack of progress indicated on certain points, the Workers' members wished to deal with the matters concerning the denial of the right to form trade unions and to place emphasis on developments with respect to the denial of workers' rights in export processing zones. With respect to the denial of the right to form trade unions, they recalled that the Government seemed agreeable to eliminating restrictions on the employees of the Pakistan Television Corporation, the Pakistan Broadcasting Corporation and the public sector and private sector hospitals. Nevertheless, the situation had not changed and they expressed their concern in this regard. As for the export processing zones, the Workers' members emphasized that, not only were trade union rights affected, but the Finance Act adopted in 1992 permitted the exclusion of workers in the recently created special industrialized zones from the application of the labour legislation. They indicated that the exclusion of the application of standards from certain sectors was contrary to the principle of universality of international law and could not be justified by economic considerations. The Workers' members urged that the necessary political changes take place so that the practice could be brought into conformity with the Convention and requested that the conclusions on this case be placed in a special paragraph. Furthermore, they regretted that the Government's request for ILO technical assistance had not come to pass due to the conditions imposed by the Government.

The Employers' members recalled the long history of this case and the fact that it had been the subject of a special paragraph in 1987. While in 1992 the Committee had thought that the situation was beginning to improve, this year they could only express their disappointment. In 1992 the Government had made a point of stating it was going to request technical assistance, but this had not taken place. Now, the Government was talking about establishing special commissions, but no concrete actions could be noted. They indicated that the lack of action taken by the Government left the impression that there was a certain amount of bad faith on its part. As concerned trade union rights for employees of the Pakistan Television and Broadcasting Corporations, they noted that the

Government had indicated in previous years that these rights had inadvertently been omitted from the legislation and that interministerial consultations would resolve the matter. It now appeared that the proposed commission was going to take up the issue. It seemed that no progress was being made on this question. The issue of trade union rights in export processing zones was the subject of ongoing analysis by the Committee of Experts and the technical assistance of the Office requested by the Government would probably help clarify the situation. They also considered that the Government could benefit from ILO technical assistance on the comments raised with respect to the right of representation of minority unions. The Employers' members indicated their surprise at the Government representative's statement that associations of high-level public servants could be formed, since this issue had been of great concern to the Government in past years. They requested the Government to indicate the law which permitted such associations to be formed. As for the right to strike, they recalled that they considered the definition of essential services adopted by the Committee of Experts to be too narrow. The determination that railways and public utilities were not essential services did not, in their view, take into account the level of industrial development of a country and other considerations. They urged that the Committee of Experts give consideration to greater flexibility in this matter. As concerned the promotion of workers to supervisory positions for the purpose of undermining unions, they recalled that it had been indicated in 1992 that a procedure for unfair labour practices existed and they had hoped to be provided with some data on how it worked in practice. This was yet another disappointment which raised some questions as to whether there was indeed good faith on the part of the Government. Finally, they recalled that, in 1992, the Government had expressed its concern about hospital employees being permitted to form trade unions because this would lead to strikes in this essential service. Now the Government was saying that these workers had the right to form associations. The facts were not clear. This was all the more reason for ILO technical assistance to be provided to the Government in order to resolve expeditiously the difficulties in complying with the provisions of the Convention.

A Workers' member of associated himself with the statement made by the Workers' members. Restricting his comments to the question of the denial of trade union rights in export processing zones, he recalled that such zones were becoming synonymous with the notion of zones free of trade unions. Many governments considered the ban on trade unions as an incentive to attract foreign investment. As concerned the exclusion of certain workers from the guarantees of the Convention, he insisted that such exclusions were inadmissible and recalled that the Convention applied to all workers whether in the private or in the public sector. The only possible exception which could be made by governments was with respect to the police and the armed forces.

A Workers' member of Senegal emphasized the problem of export processing zones raised in this case and drew attention to the risks of other countries falling into the same situation because of the pressures brought to bear by funding agencies, which imposed changes to the labour legislation or the prohibition of collective agreements on minimum wages, or because of the unfair competition of products exported by countries where labour standards were ignored. He firmly supported the proposal of the Workers' members to mention this case in a special paragraph.

The Government representative repeated that his Government was fully cooperating with the ILO and that no conditions had been placed on the technical assistance, nor had it been refused. The Government had merely suggested that an expert from the Asian region would be welcome. He stated that, while the case had been long outstanding, there had been definite improvements. The Government was now going to set up a commission to examine all the issues and make recommendations. In reply to the question from the Employers' members as to which law now permitted certain workers, who did not previously have the right to organize, to create associations, he stated that the Constitution guaranteed freedom of association to all persons. The only difference was that workers falling within the scope of the Industrial Relations Ordinance could register. The associations mentioned, although not registered, could act in the defence of their members' rights, but in general, could not call strikes. In reality, however, many of these associations actually went on strike without interference from the Government. He recalled that the ban on the Pakistan Airline employees had been lifted and they had now formed a union. The case of the Pakistan Television Corporation should also have been resolved, but for the delays due to the change in Government. He assured the Committee that they were on the right path and that the case would certainly improve.

The representative of the Secretary-General referred to the offer of a technical assistance mission which had been brought up during the discussion of this case. He indicated that the Office had provided the Government with the names of four experts for this mission from Europe, Africa and Asia, lawyers of high standing, including two members of the Committee of Experts. He stated that the Director-General alone was responsible for designating independent experts to carry out missions in his name. The national sensitivities expressed by the Government had led, exceptionally, to the proposal of four names, none of which had been accepted. If this mission did not take place, it was not due to any absence of good faith, diligence or sensitivity on the part of the Office. He reiterated that the Standards Department remained at the Government's disposal so that an expert, chosen according to the above conditions, could undertake a mission to the country when the Government so wished. The Government representative indicated that he was not aware of the procedure used by the Office. He stated that the Government was under the impression that the panel of names would be given to them and that they could choose one. If, however, the decision was within the Director-General's competence, the Government would accept his decision in this matter. He assured the full cooperation of his Government.

The Committee noted the oral information supplied by the Government representative as well as the debate which had taken place. The Committee recalled with concern the fact that this case had been discussed many times in respect of the discrepancies between national law and practice and the Convention with regard to, in particular, the ban on trade union membership for many categories of workers both in private and public sectors, the granting of false promotions to employees in order to remove them from the category of employees which enjoyed the right to organize, as well as the question of workers in export processing zones. The Committee recalled that its conclusions had been mentioned in a special paragraph in previous reports. It expressed its concern at the new restrictive measures taken and once again urged the Government to reconsider its position with a view to amending its legislation and practice in order to bring them fully into line with this fundamental Convention ratified in 1951. The Committee recalled that technical assistance from the Office was available and expressed the firm hope that it would be possible to note progress in a very short time. The Committee requested the Government to supply detailed information on any measures adopted or contemplated in this connection in its next report. The Workers' members recalled that they had requested a special paragraph for this case.

The Employers' members suggested that, in light of the Government's indication with respect to technical assistance, it would not be appropriate to deal with this case in a special paragraph this year. They stressed, however, that they expected concrete progress to be made in the coming year and if this were not the case, then it might be necessary to come back to this question in the future.

The Government member of Sri Lanka also suggested that a special paragraph was not desirable in view of the indications given by the Government representative that every endeavour would be made to improve the situation and that technical assistance would be sought.

The Workers' members, while expressing their understanding for the position expressed by the Employers' members, recalled that promises to improve the situation with the assistance of the ILO had been made by the Government already in 1992, yet no real steps had been taken and the same promises were being made now. They accepted the decision not to raise this case in a special paragraph this year, on the understanding that if there was no concrete progress to report next year, then the case would be dealt with in a special paragraph at that time.

Paraguay (ratification: 1962). The Government has supplied the following information:

There are no special or distinct legislative or regulatory provisions applicable to the constitution of workers' organizations on the one hand, and of employers' organizations on the other hand. Section 95 of the current National Constitution on freedom of association states that all public and private sector workers have the right to organize in trade unions without the necessity of prior authorization. Members of the Armed Forces and the police are excluded from this right. Employers have the right to the same freedom of association. No one can be forced to belong to a trade union.

Section 290 of the Labour Code provides that the following persons can constitute executive committees of unions: (a) persons over 18 years old without distinction based on sex, be they citizens or foreigners; (b) persons over 14 years and under 18 years old, with the express permission of their legal representative, clarifying that such young persons cannot participate in the direction or the administration of the union; and (c) foreigners of good conduct and good character who have resided for more than five years in the country. Section 366 of the Labour Code, Chapter 2, provides that a "lockout" or a "closure" means the partial or total temporary suspension of work at the initiative of the employers in the event of disputes with workers, for the direct and exclusive defence of their occupational interests.

Section 97 of the current National Constitution refers to the right to strike and lockout. It provides for the following with respect to collective agreements: unions have the right to carry out collective action and to conclude agreements on employment conditions. The State favours conciliatory solutions for labour disputes, as well as labour consultation.

The Government mentioned that it has taken into account the comments made by the Committee of Experts with regard to the application of the provisions of this Convention to workers of public bodies. In effect, the drafting committee of the draft Labour Code relied on the relevant documents sent to this Organization, observing the prerequisites required of workers under section 353 in order to declare a strike, and concerning the services where strikes are prohibited under sections 353 and 284 of the Labour Code, and section 291 of the Code of Labour Procedures. With regard to the submission of collective disputes to compulsory arbitration, the new Constitution already provides under section 96 that arbitration is optional.

In addition, a Government representative stated that his Government undertook to communicate the reports due and, if it had not yet done so, this was due to the fact that since 3 February 1989, which marked the end of 30 years of dictatorship, a democratic reconstruction process had begun and eight national elections had been conducted and a national constitutional assembly (with the participation of trade union leaders and employer representatives) adopted a new Constitution on 20 June 1992. The articles of the new Constitution dealing with labour relations were the result of the consensus among the social partners. They recognized freedom of association of all workers of the public and private sectors, the right to collective bargaining, the right to strike and lockout. Moreover, the draft that revised the whole labour code was in its final stages of examination by the Chamber of Deputies which had done its best to include the comments made by the representative of the ILO. An agreement on strikes and lockouts existed between the representatives of workers and employers. He added that the Government intended to repeal Law No. 200 thus giving public servants a new legal status, probably within the next year. This situation had not, however, prevented the conclusion for the first time of collective agreements in the public sector. The Government also undertook to amend the Labour Procedural Code and had requested the technical assistance of the Office in this regard. Finally, he stated his Government's intention to apply the Convention and that it would do its best to this end.

The Workers' members noted with regard to the report of the Committee of Experts that the Government had not supplied a report. This failure was all the more regrettable as positive factors had been noted in 1992, a mission had been carried out during the same year by an ILO regional adviser, the situation was generally developing positively, and the Constitution was adopted in June 1992 which, in particular, recognized freedom of association. Subsequently the situation appeared to have markedly deteriorated. They noted with regret that the examination of the draft new Labour Code was suspended and that the Government seemed to wish to impose, without consulting the social partners, a Code that would not be in comformity with ILO standards. While taking note of certain partial revisions of the legislation, such as the new conditions for participation in the executive committees of trade unions, they regretted the lack of relevant information from the Government. They also noted the contradictions between the information presented to this Committee in 1992 and the written information given to this Committee this year. The Government still seemed to be referring to section 353 of the former Labour Code that it had declared to be repealed last year, and appeared not to be moving towards the legislative reform as required by the new Constitution.

The Employers' members generally shared the view of the Experts with regard to the six points of criticism in their report. However, they did not agree that strikes were an internal matter as, by definition, they were also directed against third parties, thus affecting their interests. As the Convention did not provide for the weighing of interests of third parties, the Government was responsible for establishing reasonable provisions if it was considered necessary to regulate strikes. They were unsure whether the correct percentage of members for calling a strike should be 75 per cent or some other figure, as this could not be ascertained from the terms of the Convention, and did not wish to take a stand with regard to compulsory arbitration in some circumstances as they were not in possession of all the facts. However, they emphasized that the other points listed by the Experts were clearly internal trade union matters in which the Government should not interfere. Although the new Constitution contained general principles concerning freedom of association and the right to strike, the essential issue was whether these principles had been implemented in specific legislation. A first draft of such a law had been mentioned, but they were unaware of its content. With regard to Convention No. 98, the Employers' members noted that there was a gap in the protection of civil servants and public enterprise employees, a lack of protection against trade union discrimination, and no free collective bargaining. Clarifications were requested with regard to the "Memoranda of Agreement on Labour Relations and Social Security in the Bi-national Hydro-electric Power Plant YACYRETA" which prevented the establishment of employers' associations. They asked the Government to provide a detailed report with the corresponding legal texts attached.

The Workers' member of Paraguay stated that it would have been necessary to have available a detailed report in response to the well-conceived indications of the Committee of Experts, which referred to points that, for the most part, had been raised the last year. In his opinion the indications of the Government representative conformed to reality, since he referred to the transitional situation which the country was going through. The new national Constitution proclaimed a Social State of Law which gave priority to development with social justice. The merit of this democratic development was due in part to the role of the working class and to the commitment which all this represented for workers. He hoped that the Inter-American Agreement on Human Rights would be genuinely applied in his country with the support of the social partners, and would bring with it true economic and social progress. He was concerned about the situation of the new Labour Code, fearing that the victories which had taken shape in the Code would not in the end be expressed in concrete terms since the discussion had been extended. The code should be promulgated before 1 July, when there would be a new change of the legislature. With regard to the application of Convention No. 87, he thought that freedom of association was for now being fully respected since there were major deficiencies in respect of the protection of this freedom. A very low percentage of workers was unionized and it was necessary to strengthen trade union rights in order to ensure the free organization of workers. With regard to Convention No. 98, it was necessary that the country have a new labour law containing the indispensable changes that would ensure that collective bargaining would be adequate, and would permit Paraguayan trade unions to perform the role they should have. He referred to the voting procedures in trade union elections provided for in the new Constitution, and hoped that this constitutional provision would be strictly applied to guarantee the return to democracy. Finally, he referred to the need to be able to rely upon a Ministry of Labour having the necessary means to ensure compliance with the labour laws.

The Workers' member of Colombia stated that it was unacceptable that non-compliance with a Convention that was ratified 31 years ago would be due to planned steps for the strengthening of democracy. The points established by the Committee of Experts with regard to the restriction of the right to strike, the prohibition of strikes in essential public services and the prohibition on collective resolutions allowed one to see that the rights of workers were being trampled on and that an outrage was committed against the trade union movement, exactly like that which had occurred in the rest of Latin America. He rejected as too simple the proposition that the problems were the result of the present transition to democracy, since this would run the unacceptable risk of being invoked by the governments to justify non-compliance with the Conventions. He invited the workers of Paraguay not to act as sounding boards for orders which were inappropriate for workers.

The Workers' member of Uruguay stated that he had closely followed the democratic process in Paraguay since his own central trade union organization was part of the coordinating committee of central trade union organizations which joined together the central trade union organizations of Paraguay, Chile, Bolivia and Brazil. He considered that they were in the presence of a case not only of stagnation of freedom of association but of a clear movement backwards. Last April he had participated in a meeting in Paraguay in which the two main central trade union organizations of this country – the National Central Trade Union Organization of Workers (CNT) and the Unified Central Trade Union Organization of Workers (CUT) – demanded respect for freedom of association, non-interference by the Government in internal matters of trade unions and denounced the Government's violation of the Convention. A decision of the Court of Justice which should have suspended the decision to leave trade union leaders on the fringes of legality had not been respected by the Government. He requested that the conclusions which this Committee had adopted last year be maintained and strengthened.

The Government representative stated that the discussion of the draft Labour Code was not suspended but delayed due to the position taken by the employers. Trade union freedom was not restricted and the declarations of the Workers' members of Colombia and Uruguay were incorrect. Numerous trade union organizations had been created, including in the public sector, and the process was under way for the establishment of a trade union federation of the civil servants. The right to strike was not limited and an agreement existed between the workers and the employers concerning the procedures for the negotiation of strikes on a tripartite basis. In respect of collective agreements, he declared that there were five or six such agreements in different enterprises of the public sector, in particular in the national cement industry. He recognized that there had been a certain negligence in the supply of reports; it would be appropriate to insist that the Ministries of Justice and of Labour comply with their obligation in this respect. Considering that certain information shaded the truth for political reasons, he stressed that his country has made progress in the field of freedom of association and civil rights and that it would be unjust not to recognize this progress. He stated that the Government would invite an ILO mission to visit the country so as to obtain a better appreciation of the situation and to provide all the necessary assistance.

The Employers' members noted that the misunderstandings and the erroneous information mentioned by the Government representative would have been less numerous if the Government had communicated its report and if the representative had taken a position on the concrete points. The Government should send a complete report which would permit an assessment of eventual progress.

The Workers' members supported the proposals made by the Employers' members concerning the lack of relevant information. In 1992 this Committee had expressed strong hope that the Government would indicate in the near future that the necessary changes had been made. The Committee should express its disappointment now that the Government had not sent a report and should insist that the Government fulfil this obligation.

The Committee took note of the written and oral information provided by the Government and regretted that the report due had not been sent in time to be examined by the Committee of Experts. The Committee noted the attitude of the Government with regard to the questions under discussion. Nevertheless, in view of the concern expressed by the Committee of Experts and shared by this Committee on the questions raised for some years, the Committee expressed its firm hope that appropriate measures would be adopted as rapidly as possible. The Committee asked the Government to adopt all the necessary measures so as to bring all its legislation and practice into conformity with Conventions Nos. 87 and 98, as well as to provide the pertinent texts and the agreement signed by the social partners on the right to strike. The Committee took due note of the desire of the Government to receive new technical assistance from the ILO which it hoped would be provided as soon as possible.

Yemen (ratification: 1969). A Government representative recalled that in replying to the comments of the Committee of Experts in 1992, the Government had stated that there had been various changes and amendments following unification of the two Yemens. The Constitution of the Republic of Yemen, which was adopted by referendum following the unification, guaranteed to all citizens, without any discrimination, the right to organize trade unions freely and without any constraint. Any infringement of the Constitution, which might be found in previous legislation, would be regarded as unconstitutional and would be repealed. A draft Labour Code had been elaborated in consultation with the Confederation of Chambers of Commerce and Industry and the trade unions which tried to avoid the various defects of the old Labour Code and would be in conformity with the international Conventions ratified by Yemen. However, it had not yet been promulgated for various reasons. The new Parliament which had been elected by free democratic elections on 27 April 1993 had before it a large number of bills intended to replace former labour laws. The Government would keep the ILO informed about new developments in this area. The Government had also requested, through the Regional Adviser on International Labour Standards, technical assistance from the Office in this matter.

The Workers' members recalled that this case had been discussed in this Committee in 1985 and 1991, while in 1986 the Government had failed to appear before the Committee. Stating that this case concerned fundamental Conventions on human rights, the Workers' members expressed great concern over this long-outstanding issue, as well as their disappointment at the reply given by the Government representative. They could not accept the idea that the Government would delay action on a substantial number of points in respect of these Conventions until reformulation of the whole of the Labour Code was achieved. These were not minor points, but serious contraventions concerning questions of guaranteeing the establishment of trade unions without prior authorization, introducing the facility of trade union pluralism, lifting the ban on political activities of trade unions, non-interference of the public authorities in their financial administration, and giving foreign workers the rights to hold trade union office. The existing laws and practices in the country were not in conformity with Conventions Nos. 87 and 98. Unless there was some distinct improvement in the very near future, the Workers would be calling upon this Committee on a subsequent occasion, possibly next year, to underline this case in a special way.

The Employers' members, while fully recognizing issues relating to legislative difficulties, concurred with the Workers' members that this was indeed a serious case with a long history. In 1992 the Government had referred to the draft legislation, but it was not known whether or not this legislation remedied the fundamental problems mentioned by the Workers' members. There had never been a collective bargaining agreement in the country, as envisaged under Convention No. 98. The Employers considered it necessary for the ILO to provide some technical assistance to the Government and to examine the legislative proposals, particularly in view of the fact that the enactment of this legislation was going to take some time.

The Government representative stated that his country was most scrupulous in its respect for human rights. He reiterated that those provisions of the old Labour Code which were not in conformity with the provisions of the new Constitution were *de facto* null and void. Article 39 of the Constitution guaranteed the right of trade union organization, freedom of association and political rights, which would be further amplified in the new Labour Code. Before the unification of the two Yemens, these provisions had already been in effect in the southern part of the country and the Labour Code had already guaranteed all the rights of organization and the rights of workers to engage in political activity. The Treaty of Unification provided that the most favourable provisions for workers would be implemented following unification and pending the adoption of the new Constitution and the new unified Labour Code. Yemen needed time to elaborate and to implement this unified Labour Code, as well as to repeal many old laws superseded by the new Code. Technical assistance from the ILO was required in all of these legislative activities.

The Committee took note of the oral information provided by the Government representative concerning points under discussion for many years relating to Conventions Nos. 87 and 98. It noted that a draft Labour Code had been elaborated which would resolve the problems raised, and that technical assistance of the Regional Adviser on Standards had been requested. The Committee expressed its deep concern over a series of existing divergences between the current national legislation and the obligations deriving from the Conventions concerning the denial of the right to establish and join trade unions for many categories of workers, the interference of the public authorities in trade union affairs, the possibility of dissolving trade unions by administrative authority, the lack of protection against anti-union discrimination, the lack of protection against undue interference, as well as the absence of adequate provisions to encourage and promote collective bargaining. The Committee urged the Government to proceed rapidly with legislative review taking into account all the points that had been drawn to its attention. Since these matters had been the subject of concern for many years, the Committee trusted that it would be able to note concrete progress of a decisive nature, both in legislation and in practice, in the very near future. The Committee expressed its desire to review this case next year.

Convention No. 98: Right to Organize and Collective Bargaining, 1949

Indonesia (ratification: 1957). The Government has communicated the following information:

1. *Protection against acts of anti-union discrimination*

(a) Based on Presidential Decree No. 1 of 1980 on the Report of Obligations concerning Employment Opportunity, employers should report to the Government if they plan to hire workers. This report should include the number of workers requested, as well as their qualifications, age and education. There is no clause whereby the workers concerned should or should not be involved in membership of a trade union or any particular trade union. This regulation is consistent with section 2 of Act No. 14 of 1969 which states that "In the enforcement of this Act and the implementing regulations to carry out this Act, there shall be no discrimination". If a jobseeker is discriminated against on the ground of his membership of an organization, he can report to the Ministry of Manpower, and basing himself on Act No. 14 of 1969, the official of the Ministry of Manpower can compel the employer to accept this particular jobseeker.

(b) Act No. 14 of 1969 states that "Every worker has the right to establish and become a member of a trade union". To guarantee this principle, the Ministry of Manpower issued Circular

Letter No. 113/M/BW/90 which states that termination of employment connected with the establishment of membership and management of a trade union will not be permitted.

(c) On the basis of Act No. 12 of 1961 on Termination of Employment in Private Undertakings, no worker shall be dismissed without the approval of the Ministry of Manpower. If an employer requests the dismissal of a worker or workers due to his or their membership or involvement in a trade union, the Ministry of Manpower will not approve the termination.

2. *Protection of workers' organizations against interference from employers*

(a) Ministerial Decision No. 1109/Men/1986 has been revised by Ministerial Decision No. 438/Men/1992 on Guidance for the Establishment and Development of Trade Unions in the enterprise. This revision has been discussed by the tripartite body so that the aspirations of all parties concerned could be articulated and accommodated.

(b) Based on this new regulation, it has been stipulated that when workers intend to establish a trade union in a company, they are under no obligation to request permission from the employer. They merely have to inform the employer of their intention. If an employer interferes with the plan to form a trade union, the workers or the executives of the union at branch level should report to the Ministry of Manpower. The Ministry of Manpower will then ensure that the respective employer does not interfere with the establishment of the proposed trade union.

3. *Restrictions on collective bargaining*

In line with the previous clarifications given by the Government, Ministerial Regulation No. 5 of 1987 has been reviewed and replaced by Ministerial Regulation No. 3 of 1993 on the Registration of Trade Unions. This Regulation is based on the consensus and decisions of the tripartite body. In the new Regulation, there is a very substantial reduction in the formalities required in order to qualify for registration. Requirements for registration are aimed at protecting the interests of the workers and at maintaining the quality of the collective labour agreement.

In addition, a Government representative stated that his Government had already given a thorough explanation in 1991 on the same subject that was the object of the Committee of Experts' questions at the moment. Although Indonesia had increased the quality of life of its workers through the development of better working conditions, the Committee should acknowledge that these conditions were still based mainly on old regulations inherited from Dutch colonialism. However, review of these regulations was taking place in order to serve the interest of the people. To this end, Ministerial Decision No. 1109 of 1986 and Ministerial Regulation No. 5 of 1987 had just been revised by Ministerial Decision No. 438 of 1992 and Regulation No. 3 of 1993 respectively, with the consensus of a tripartite body. He concluded by stating that the subject under discussion was very minor as compared with a number of cases which were very substantial but which were not even recorded in this Committee.

The Workers' members pointed to the series of comments made by the Committee of Experts at the outset of its observation according to which there had not been sufficiently effective and dissuasive sanctions to protect workers against acts of anti-union discrimination at the time of recruitment and during the employment relationship. The observation similarly pointed to the absence of sufficiently detailed provisions to protect workers' organizations against acts of interference. They stressed that the oral and written information provided by the Government would have to be submitted to the Committee of Experts for evaluation, since this information purported to respond to the Experts' observation. Particular attention had to be directed to the two legislative texts referred to by the Government, especially the Ministerial Decision No. 1109 of 1986, as revised by Ministerial Decision No. 438 of 1992, which provided that an employer would not be allowed to take any action which would prove disadvantageous to the workers in relation to their activities, as well as to the membership and management of a trade union at the enterprise level.

The Employers' members, recalling that this case had been discussed in 1986 and 1991, stated that it appeared that some steps had been taken to meet the obligations under the Convention. However, they had some doubts about this. The first problem concerned the issue of anti-union discrimination at the time of recruitment and during employment. Although there was the Act No. 14 of 1969 which stated categorically that there would be no discrimination, there was no indication of any cases having been brought. If there was a right under the law not to be discriminated against, it was to be expected that some cases had been lodged in this respect. The Employers' members were thus interested in obtaining information from the Government as to whether there had been any such cases. The second problem concerned the protection of workers' organizations against interference, and it appeared that a revised Ministerial Decision No. 438 of 1992 prohibited such interference. However, since the Employers' members were concerned with actual practice, they once again wondered if there had been any cases brought concerning this regulation. Finally, with regard to the broad restrictions on collective bargaining, the Government vaguely stated that these had been substantially reduced. The Employers' members considered that some clarification was required, because in order for the right to collective bargaining to be meaningful, workers had to have access to the process and there was nothing before this Committee that indicated that this was even feasible. Therefore the Government still had to go much further in order to meet the requirements of the Convention.

The Workers' member of Japan noted first that, according to the information made available to him by several trade union organizations, including the ICFTU, the protection and guarantees provided for under the Convention were not applied in public services and state enterprises. Secondly, he wondered what the definition of a state enterprise was. According to the same information, if the Government owned more than 5 per cent of shares in an enterprise, this was then considered to be a state enterprise and its employees were not afforded the protection guaranteed by the Convention.

The Employers' member of Indonesia confirmed the statement made by the Government representative. He referred to the existence of regulations which protected workers against anti-union discrimination and guaranteed that every worker had the right to establish and become a member of a trade union. Moreover, these regulations guaranteed that the termination of employment based on the membership or mangement of a trade union would not be permitted by the Ministry of Manpower, thus ensuring job security. Finally, these regulations protected workers' organizations from interference by employers since the workers only had to inform the employer if they wished to establish a trade union at the company level, and did not need to obtain prior authorization from the employer.

The Workers' member of Indonesia described the history of the trade union movement in Indonesia, pointing out that by 1959 there were approximately 100 national trade unions, 150 local unions and seven federations. But he doubted that the system was of real benefit to the workers because, in the following decade, only a further 200 industrial unions were created at the plant level and only 17 collective labour agreements signed. In addition, the activities of the unions had been influenced by political interest rather than the principles of real trade union movement. On 20 February 1973, every prominent trade union leader in Indonesia finally agreed to sign a declaration of unity of Indonesian workers and merged their organizations into one single body, the All-Indonesia Labour Federation (FBSI). The new structure of the trade union movement in 1973 enabled the unions to become more effective but still in line with the democratic system. During the following 12-year period, approximately 6,500 industrial unions were created at the plant level from the previous number of only 200 and the number of collective agreements increased to approximately 4,000. At the second national congress of the FBSI in 1985, the participating delegates decided to change the structure of the organization from a federation into a unitary one, and to change the name from FBSI to SPSI. After an eight-year period of the SPSI the total number of industrial unions at the plant level could be expected to progress to 11,000 and the number of collective labour agreements increased to 7,000, some of which were signed in the plantations. However, although the SPSI had made progress, it still faced problems because 15 per cent of the population lived below the poverty line and some workers were not well organized in the small and medium-scale industries.

The Workers' member of the Netherlands reminded the Committee that this case had not only been considered by the Committee of Experts and this Committee for many years, but that there had also been a complaint presented some years ago to the Committee on Freedom of Association. The Government, however, had taken very limited action with respect to the conclusions of all the three bodies. While it was true that Indonesia was a complex country with enormous economic and social problems, the Government had accomplished many things in the fields in which it wanted to. Apparently, this will was not so strong with regard to freedom to bargain collectively. In this respect, the Government felt entitled to flexible implementation of international labour standards and this was why it did not see the point of changing the system. Although the Workers were in favour of trade union unity which was the best way to represent and defend their interests, they did not accept that the decision to create and maintain trade union unity was a government affair, which was the case here. In practice, if organizations other than the "official" trade union centre were set up in Indonesia to defend workers' interests and to bargain collectively for them, then the Government refused to register them as trade unions, although they could be registered as mass organizations. However, registration as a trade union was necessary for collective bargaining purposes. It was clear that the Government wanted only the SPSI to be the organization representing Indonesian workers. Referring to interference in trade union activities, he stressed that such interference came not only from employers, but also from the army in Indonesia. Army officers were active in all mass organizations including unions. They did so on the basis of an official state ideology of "dual functioning" of the army in society. A significant number of retired army officers held leading positions in the trade union movement at the local and regional level, with the aim of exercising control over the movement. In his opinion, military involvement in trade unions was not conducive to their free and democratic functioning. Finally, on the question of trade union monopoly he first wished to know if the Government was prepared to register as a trade union an organization called the SBSI, which had organized many workers in the past year and which wanted to be recognised as a trade union. He could provide documents proving that employers threatened their workers that they should not have dealings with the SBSI. Secondly, he pointed out that under the new Law on registration of unions reviewing the old one of 1987, if a trade union centre wanted to be registered with the Ministry of Labour, it had to organise at least 100 unions at enterprise level and to total at least 10,000 members. Moreover it should count at least 25 branch level managers (by which it appeared that full time officers were meant) in 25 districts, and 5 regional level managers in 5 of the 27 provinces. If a trade union wanted to be registered under the new law it had to count at least 10 registered industrial unions. In other words, a national centre that wants to be registered has to be able to prove 100,000 members, 250 "managers" at the industrial level in 25 districts and 50 regional "managers" in 5 provinces.

The Government representative, in response to the comments made by the Workers' and Employers' members, stated that his Government would, as in the past, try its best to comply with the implementation of this Convention. However, there had never been any cases pertaining to issues of anti-union discrimination. He maintained that the Indonesian case was very minor as compared with a number of other cases which were much more substantive but which were not even recorded in the report of the Committee of Experts. Referring to the points made by the Workers' member of the Netherlands he pointed out first that with respect to the workers outside the SPSI there were close to 100 non-governmental organizations (NGOs) in Indonesia. Although the number of persons involved were less than 50, they had been invited to give their views in relation to the new Ministerial Decision and Regulation. Some of their ideas had been included in the new regulations. Regarding the dismissal of workers for their trade union activities, he reiterated that nobody could be dismissed in Indonesia without the approval of the Government. He concluded by stating that there was no intention on the Government's part of limiting the right of the workers to organize and to bargain collectively.

The Workers' member of Japan intervened again to request clarification from the Government. The Workers' member of the Netherlands intervened once more to reiterate his previous stance on the case and requested clarification once again from the Government. With a view to the request for concrete cases made by the Employers and the reply of the Government that there were no such cases, the Workers' member of the Netherlands stated that he could indeed document a number of relevant cases and offered to send them to the Office.

The Committee took note of the written and oral information provided by the Government representative in relation to issues that have been discussed over a number of years. It regretted to note that the Government considered that the national legislation was not contrary to the Convention as regards protection against acts of anti-union discrimination and protection of workers' organizations against acts of interference by employers. It took due note of the information provided by the Government according to which the 1993 Ministerial Regulation of on the registration of trade unions had reduced the conditions required for registration, and thus, participation in collective bargaining. The Committee urged the Government to take appropriate measures to ensure that workers and workers' organizations could exercise trade union rights without fear of anti-union reprisals and without any risk of interference on the part of employers. The Committee invited the Government to provide the ILO with a copy of the Ministerial Regulation of 1993 so that the Committee of Experts could make a full assessment of the progress reached in bringing this part of the legislation into conformity with the Convention. The Committee expressed the firm hope that progress would be reached in the very near future.

Paraguay (ratification: 1966). See under Convention No. 87.

Sweden (ratification: 1950). A Government representative of Sweden stated that due to a dramatic increase in social insurance expenditure effective on 1 March 1991, the Government had reduced the compensation rate from 90 per cent to 65 per cent for the first three days of a period of illness, and to 80 per cent for following days, while providing the former compensation rate of 90 per cent after 90 days. Sickness allowance was also reduced by any amount in excess of 10 per cent that was received from the employer during the first 90 days of a period of illness, and after that date by the whole amount received from the employer. Collective agreement provisions regarding sick pay remained valid, but the Government assumed that parties to such agreements would adapt their provisions to the legislative amendments. However, if collective agreements on full compensation were concluded, there was a corresponding reduction in payments from the national sickness allowance scheme. He stated that further changes were made upon the entry into force of the Sick Pay Act in January 1992, so that employers were required to furnish sick pay during the first 14 days of an employee's illness, and employees were entitled to 75 per cent of their income during the first three days and 90 per cent during the remaining days. It was intended that, to avoid inequalities of sickness compensation among different groups, there would be no basic deviation from statutory sick pay levels. However, the Government did not intend to achieve this through statutory interference with the content of collective agreements or with freedom of collective bargaining. If new agreements were concluded providing a level of compensation above that provided under the Sick Pay Act, it was possible for legislation to be passed making this level the norm for all the labour market. The guaranteed level would then rise but not form a ceiling for levels of compensation. The final change made effective on 1 April 1993 consisted of a reduction in the compensation rate as of the 90th day of illness. He agreed with the Confederation of Professional Employees (TCO) that trade unions should have the right to seek to improve the living and working conditions of those they represented through collective bargaining and other legal means; that public authorities should refrain from any intervention that would limit or hinder this right; and that every such intervention violated the principle that employee and employer organizations should have the right to organize their activities and formulate their programmes freely. However, he did not agree that the measures which the Government had taken limited the right to conclude agreements freely on sick pay and were therefore in conflict with the basic principles of the Convention. All that the Government had done was to reduce a benefit under the health insurance system, while further reducing such benefits in cases where employers topped up wages over a certain level. He emphasized that there was no statutory ceiling placed on levels of sick pay. The parties remained free to negotiate and conclude agreements on full compensation. As insurer, the Government had to be free to guarantee the compensation which it found appropriate. Although such past guarantees had become a foundation for collective agreements, the guarantee of the right to collective bargaining provided under the Convention could not imply that levels of compensation under the social insurance system could never be changed. He emphasized that alleged contraventions of the Conventions which his country had ratified were considered very seriously because the Government wished to fulfil its obligations. In conclusion, he informed the Committee that parties to collective bargaining in his country had voluntarily reached agreements that did not exceed the total compensation level desired by the Government.

The Employers' members stated that, in strictly formal terms, it might be that the legislative measures taken by the Government, inter alia, to reduce the state contribution to sick pay, were not in full conformity with the Convention. However, while promoting free collective bargaining, the Convention did not exclude legislative measures in an area where there was also contractual regulation. Compulsory regulation under the legislation could be established where there were important considerations of common interest justifying such regulation, as in this case. The Convention did not guarantee any absolute freedom of collective bargaining and the Employers' members could only agree with the Committee of Experts that there was in fact no infringement of the Convention. The Employers considered that the Committee of Experts could look at this case again, if necessary.

The Workers' members stressed that the question was of a fundamental character and went far beyond technical considerations. Referring to the paragraphs 311, 312, 313, 316, 318 and 319 of the 1983 General Survey of the Committee of Experts on freedom of association and collective bargaining, they stated that the principle of autonomy of the parties and of non-interference by the authorities in collective bargaining should be strictly respected. The Workers considered that if a government wanted to take budgetary or economic decisions with implications on the revenue of workers or insured persons, it should choose mechanisms that did not affect free collective bargaining and the results of this process. The implementation of this principle required extensive tripartite consultations, mutual confidence and respect of the independence of the parties involved. The Workers regretted that lately certain governments exercised direct or indirect intervention in the collective bargaining process instead of developing social dialogue. This approach did not contribute to the solution of the economic and budgetary problems. They insisted that the Swedish Government review its policy and practice in the light of the Convention and keep the Committee of Experts informed of any new collective agreement or state measures dealing with this matter.

A Workers' member of Sweden explained that the Swedish insurance systems comprised a number of benefits, including health insurance, basic pension, occupational pension and partial pension schemes, as well as complementary payments which were governed by collective agreements on sick pay and supplementary pensions. The unions had long had the right to make agreements providing for sick pay coverage up to 100 per cent. The present legislation, however, limited such agreements; sick pay benefits ranged now from 75 to 90 per cent of the insured person's qualifying income and concerned even those with higher incomes. In order to make sure that these measures affected everyone, the Government had chosen a system which restricted the rights of certain classes of workers which benefited through agreements from a higher level of compensation in case of illness than other groups in society. In addition to this, as from 1 April 1993, the Government introduced one qualifying day and a level of compensation of 65 per cent for the second and third day of illness. These changes represented an encroachment on the right to negotiate freely and were in conflict with the principles of the Convention. There was a tangible long-term risk that these changes would be pushed further towards similar encroachments on other supplementary benefits, such as pensions covered by collective agreements. It was a very important matter of principle. The cost of the various social security schemes had been deducted from the funds generally available for pay rises, and the workers had always before chosen to use the money available for social security instead of for higher wages. The right to negotiate freely was also to comprise the right for employees' and employers' organizations to choose for themselves how they wished to structure and formulate the conditions of employment without restrictions being set by the legislator, particularly in the case of areas which had been governed by collective agreements for almost 50 years. Collective agreements guaranteeing 100 per cent sick pay would be made invalid and, consequently, there would be an encroachment on the right to negotiate freely. The Swedish trade unions wanted this Committee to pay special attention to the threats, qualified by the Committee of Experts as "something more than mere persuasion", from the side of the Swedish Government to establish a new sick pay ceiling. The Committee should adopt firm conclusions requiring the Government to give full effect to the provisions of the Convention, especially by amending the legislation, and to report next year on the implementation of its provisions.

A Workers' member of Germany stressed the necessity of preserving the principle of having more favourable regulations through collective agreements than those provided for by legislation. He stated that persuasive attempts by the Government in connection with collective bargaining were seen as a concrete threat to the trade unions and the employers, constituting an infringement of Article 4 of the Convention. This was all the more regrettable as Sweden had always been exemplary and supported the principles of freedom of association. He associated himself with the conclusions proposed by the Workers' member of Sweden.

A Workers' member of New Zealand supported the statement made by the Workers' members and the Workers' member of Sweden. He stated that a lot had been said in recent years about sanctity of agreements by employers and governments. The principle was that, a bargain having been agreed upon between employer and union parties, the terms of that bargain should be observed and there should not be any interference by governments in collective bargaining. He pointed out that under the National Insurance Act the Swedish Government had exercised state powers unfairly in a way which specifically diminished the value of the bargain negotiated on behalf of the workers. He suggested that this constituted an act of interference by the Government as agent for the employer in breach of Article 2 of the Convention. With reference to the proposed amendments to the Sick Pay Act, he stated that to threaten might not be a violation of the Convention, but it was nevertheless undesirable as having the potential to undermine the integrity of, and respect for, the terms of the Convention.

A Workers' member of Norway stated that this case touched the crucial legal question of the extent and limits of the autonomy of the social partners involved. Referring to paragraph 318 of the Committee of Experts' 1983 General Survey, he noted that the Government had, in fact, forbidden sickness allowances provided for under the voluntarily concluded collective agreements. If the social partners did not accede to the instructions given by the Government, they were threatened by legislation on this matter. This was contrary to the obligations under Article 4 of Convention No. 98 and Article 8 of Convention No. 154.

A Government member of the United Kingdom stated that cases such as this one, where the Committee of Experts had noted no violation of the Convention, should not be brought before this Committee.

The Government representative, referring to the conclusions made by the Committee of Experts, stated that his Government did not consider the measures taken to be in violation of the Convention. His Government would, of course, keep the Committee of Experts informed of any future development in this matter. The Government had only reduced a benefit in the health insurance system in cases where a worker, by obtaining sick pay from his employer, did not sustain a heavy loss. The social partners were still free to conclude agreements on higher compensation, including agreements on full sick pay. The measures taken by the Government had led to a reduction not only of expenditure from the social insurance system but also, to a great extent, had reduced sick leave and increased productivity in Swedish industry. The Government was of the opinion that Sweden had not violated any ILO Convention in this matter.

The Committee took note of the oral information submitted by the Government representative and of the discussion which had taken place in this Committee. The Committee recalled the importance of the principle of autonomy of the parties involved in collective bargaining, and that the public authorities in general should respect this autonomy and abstain from any intervention. The Committee considered that the Government should try to persuade the social partners to have regard voluntarily to major economic and social policy considerations and the general interest invoked by the Government, since persuasion was always preferable to any imposition. The Committee requested the Government to provide, in its next report, detailed information concerning any measure taken to encourage voluntary negotiations, including information on any new collective bargaining agreements, legislation and court decisions having a bearing on this matter.

Turkey (ratification: 1952). A Government representative, referring to compulsory arbitration in cases of collective disputes other than those relating to essential services, pointed out that this was only an issue in the framework of the suspension of strikes. The application of this compulsory arbitration procedure was in fact limited to cases where work stoppages due to a strike would endanger public security or health of the whole or part of the population as stated in section 33 of Act No. 2822. As this Committee was well aware, it had been concluded in paragraph 214 of the 1983 General Survey of the Committee of Experts that "if strikes are restricted or prohibited in the public service or in essential services, appropriate guarantees must be afforded to protect workers who are thus denied one of the essential means of defending their occupational interests. Restrictions should be offset by adequate impartial and speedy conciliation and arbitration procedures, in which the parties concerned can take part at every stage and in which the awards should in all cases be binding on both parties". When exercising the power of compulsory arbitration, the Government and the judiciary were extremely careful not to exceed the limits set by the legislator. It had to be stressed that this procedure was governed by constitutional rules strictly limiting its exercise to exceptional situations. Moreover, the mediation of the Minister of Labour continued throughout the period of suspension, with all sides having the right to resort to voluntary arbitration at any stage. In addition, the Government could revoke its decision if the reasons which had necessitated the suspension no longer existed. It was also possible for the parties to reach an agreement during this period. However, if the dispute had still not been resolved, it was then brought for compulsory arbitration before the Supreme Arbitration Board. Thus, resorting to compulsory arbitration in cases where a strike was postponed was not an interference in the collective bargaining process. On the contrary, this procedure was applied in order to find a settlement to disputes where the collective bargaining process had reached an impasse. It was a mechanism which was resorted to exceptionally as demonstrated by the fact that, since January 1991, compulsory arbitration had been used at only four worksites in Turkey. This was by no means an automatic procedure but it was a mechanism which was resorted to exceptionally with the unique objective of making sure that workers were not deprived of collective agreements under certain circumstances. The second issue concerned the numerical requirements in section 12 of Act No. 2822. The

Goverment had indeed been seeking "measures appropriate to national conditions to encourage and promote the full development and utilization of voluntary negotiation by means of collective bargaining". The reason why the relevant provisions in the law had been preserved was simply because there was consensus amongst the most representative social parties to maintain the existing system. Although a draft Bill had been prepared by the Government in 1991, it could not be processed further for this very reason. The Government would, however, continue to take into consideration the observations of the Committee of Experts. With regard to the collective bargaining rights of public servants, this issue did not seem to be directly linked to the No. 87 Convention. However, since the Government had ratified the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) at the end of 1992, new legislative measures would be expected to follow with regard to public servants. More generally, it was significant to note that besides Convention No. 87, the Government had also ratified five other Conventions in 1992: the Minimum Age (Industry) (Revised) Convention, 1937 (No. 59); the Workers' Representatives Convention, 1971 (No. 135); the Human Resources Development Convention, 1975 (No. 142); the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144); and the Labour Relations (Public Service) Convention, 1978 (No. 151). The Termination of Employment Convention, 1982 (No. 158) had also been submitted to the Parliament for ratification. This should be considered a very constructive move by the Government. The Government had actively embarked upon revision of all existing labour legislation, in particular Act No. 2821 on trade unions and Act No. 2822 on collective labour agreements, strikes and lock-outs. To this end, the social partners had been asked twice during the last 10 months to convey their views and propose amendments to the Government. Some responses had just been received, and the Government was in the process of assessing them and would continue this dialogue with the social partners. Some social partners, however, had not responded at all.

The Workers' members, while welcoming the ratification by Turkey of many important Conventions which reflected the good intentions of the Government, expressed their concern at the persistent violation of this Convention. The case was not a new one; it had been the subject of observations by the Committee of Experts for several years and of discussions in this Committee. The formal promises made by the Government to the Conference Committee in 1991, and to the Committee on Freedom of Association in 1992, to take the necessary measures to comply with the obligations of the Convention did not appear to be honoured. These measures concerned the repeal of the provision which allowed trade unions to bargain collectively only if they had a 10 per cent minimum branch membership, and the guarantee of trade union rights to employees in the public service. They expected the Government to take the necessary measures to give full effect to the Convention and to provide any useful information in this respect in a report.

The Employers' members stated that, according to the Government representative, compulsory arbitration in practice had almost no significance. It had been applied when strikes had arisen but only led to a temporary suspension of strikes. With regard to the numerical requirements for collective bargaining, both social partners were against any amendment to the legislation regulating this point. Moreover, there were some kind of qualitative or quantitative restrictions in nearly all countries. Although these numerical requirements did not have to be retained, they did have a certain advantage vis-à-vis other restrictions on collective bargaining in practice, in that they were clear-cut and less vague. The Committee of Experts had itself previously accepted limitations regarding representativity in collective bargaining. With regard to the right to bargain collectively of public servants, the Government representative had stated that in recent years the Government had ratified a number of important Conventions, in particular Convention No. 87. This question could thus be examined in another connection at a later stage. In any case the Government should continue to provide information.

The Workers' member of Norway stated that it was a shame that Turkey continued to apply legislation concerning compulsory arbitration and concerning the prohibition of the right to bargain collectively of public servants. It was equally serious that Turkey maintained the requirements of 10 per cent minimum branch membership and more than 50 per cent membership of the employees in a workplace for collective bargaining purposes. In practice, this legislation which was contrary to the Convention, prohibited many national trade unions from concluding collective agreements in a great number of enterprises in the country. This was, for instance, the case of the trade union DISK. The Government should be urged to change the said legislation as quickly as possible.

The Workers' member of Turkey regretted that the Government and the employers in his country continued to violate the Convention. Although the labour legislation in force provided for the legal protection of workers against anti-union discrimination, tens of thousands of workers affiliated to unions were being dismissed without any valid reason. Trade union rights and freedoms were violated by the 1982 Constitution, Act No. 2821 on trade unions and Act No. 2822 on collective labour agreements, strikes and lock-outs, which had been promulgated by five Generals following the military coup of 12 September 1980. Although Article 6 of the Convention only excluded public servants engaged in the administration of the State, the Government also excluded other public servants not covered by this definition including clerks and janitors, by administrative measures. Contract personnel employed in public economic enterprises were prohibited from establishing and joining trade unions of their own choosing. Strikes were strictly banned for these categories of workers. In fact, in general, strike bans applied to a majority of workers employed under a labour contract, for example, those in banking, energy, coal mines, all kinds of urban transport, petroleum and petrochemicals, health and education. Many trade union officers and workers had been convicted on grounds of the violation of these bans. The Government was empowered to suspend strikes and thus to solve the dispute by compulsory arbitration. Draft Bills for the democratization of political and social life and of labour legislation had been submitted by his union to the Ministry of Labour and Social Security. However, no tripartite activity had been undertaken on the subject. Although this was a problem, it would be a mistake to give top priority to the repeal of the numerical preconditions required for collective bargaining, since the main problem was the democratization as a whole of working life and of the social and political structures. In order to guarantee the application of the Convention, existing labour laws which were the remnants of the military regime had to be amended. The Government should take into consideration the recommendations formulated by the Committee on Freedom of Association in its reports submitted to the Governing Body concerning Cases Nos. 1521, 1577, 1582 and 1583.

The Workers' member of the Netherlands emphasized that the Committee of Experts had stated that the Turkish legislation on the three points mentioned in its report was in violation of the Convention. The encouragement and promotion of collective bargaining, recognized by Article 4 of the Convention, was completely absent from existing legislation. Act No. 2821 on trade unions and Act No. 2822 on collective bargaining, strikes and lock-outs were also in contradiction with the Convention. They were based on the Constitution whose articles went into some detail as far as trade unions were concerned. For example, article 51 (7) required a person to be employed for ten years in order to establish a trade union. Thus, it would not be sufficient to amend Acts Nos. 2821 and 2822, but the Constitution itself on the points dealing directly with trade unions. Furthermore, he found the Government representative's statement to be negative with respect to the three points raised by the Committee of Experts. In particular, the argument that the Government could not change the law on collective bargaining because the social partners opposed it was not a good one. When legislation was in contradiction with the Convention, the Government had to amend it even if social partners did not agree with this.

The Workers' member of Italy stated that the obstacles to free collective bargaining noted by the Committee of Experts were all the more serious because the State played an important role in the national economy. As to the determination of the most representative trade unions, this right should first of all belong to the workers even if, as was the case in Italy, legislation could override their choice.

The Workers' member of Greece asked three questions of the Government representative concerning the Convention. With regard to the question of representatives, what did he think of the hypothesis in which a trade union represented more than 50 per cent of the employees in an enterprise but had less than 10 per cent of the workers in a branch? Moreover, was it correct that a worker who wished to change over from one sector to another and who wished to change trade unions needed to sign an expensive authenticated document? With regard to arbitration, what were the conditions for determination by the parties of the members of the arbitration body? Another question related more to Convention No. 87 which had been ratified recently. It would be useful if the Committee were to be informed of the reasons why the other Turkish trade union confederation (DISK), which was a member of the European Confederation of Trade Unions was not part of the workers' delegation to the Conference.

The Workers' member of Germany associated himself with the statements made by the other Worker members and particularly with the statement of the representative of the Confederation of Turkish Trade Unions. It was regrettable that with regard to the definition of public servants contained in Article 6 of the Convention, the Government still maintained its previous stance. While quoting the 1983 General Survey, the Government representative should have specified that the Survey gave a very narrow definition of the concept of public servants. The conclusions adopted by the present Committee in 1991 had requested the Government to change its attitude on this point and the absence of progress in this respect should also be deplored.

The Government member of Germany welcomed the presence of the Chairman of the largest Turkish Confederation and stated that it would have been useful if the latter had indicated if what had been said by the Government representative on the opposition of the social partners to an amendment to the conditions of representativity for collective bargaining purposes was correct, and in this case, the reasons for the opposition.

The Workers' member of Spain recalled that freedom of association was based on the right to bargain collectively and the right to strike. Even in the event of Turkish trade unions allowing restrictions on the right to bargain collectively, the supervisory bodies of the ILO should consider the situation as being contrary to the proper application of the Convention.

The Government member of the Netherlands stated that he was very pleased to hear that Turkey had ratified a number of very fundamental human rights Conventions, including Conventions Nos. 87 and 151. However, ratifying Conventions was not only a question of a declaratory effect but should also be put into practice by way of legislation.

The Government representative stated that, in the case of the numerical requirements, he had only made a factual statement about the positions of the two most representative social partners. There was a very clear agreement amongst the parties to retain the existing legislation. He was not in a position to commit his Government as to what action could be taken in the future but he thought that the positions of the social partners on this issue should be considered as indicative of the Government's future attitude. It would nevertheless take the Committee of Experts' comments into account in its continuing dialogue with the social partners. The cases of compulsory arbitration and public servants represented important issues, but his Government had recently ratified very relevant international Conventions and was trying not to go beyond the limits set out in the legislation, nationally and internationally. The fact that compulsory arbitration had been exercised in a very limited manner was sufficient evidence of this. He reiterated that sincere dialogue would be continued with the social partners and that the ILO would be informed of any developments that took place.

The Committee took note of the comments of the Committee of Experts and the statement by the Government representative. The Committee considered three questions relating to the Convention. It took note of the Government representative's statement that compulsory arbitration was only resorted to in very precise circumstances, and was only possible within the framework of a set of proceedings in which both social partners were involved and was only used in very exceptional circumstances. The Committee took note of the statement by the Government representative to the effect that the numerical limitations mentioned by the Committee of Experts were based on a consensus between the main social partners but that the Government would make an attempt at bringing about a change in line with the position of the Committee of Experts. As for the question of collective bargaining for public service employees, the Government representative had referred to Conventions which had recently been ratified by Turkey, in particular Convention No. 87, within the context of which this matter would be examined in the future. Following a discussion of the three issues raised, the Committee recalled that it had already dealt with the same matters previously and it also recalled the wishes and demands voiced at the time, namely for a change in the relevant Turkish regulations and practice. The Committee therefore requested the Government to ensure that any remaining discrepancies between the law and practice in Turkey and the requirements under the terms of the Convention be removed and that it keep the Office and the Committee of Experts informed of all developments in every detail.

Yemen (ratification: 1969). See under Convention No. 87.

Convention No. 100: Equal Remuneration, 1951

Japan (ratification: 1967). A Government representative stated that the requirements of this Convention were met by section 4 of the Labour Standards Law which stipulated that discrimination based on gender was prohibited and provided sanctions for noncompliance. The Government had implemented these provisions through inspections and guidance. The wage differential between the sexes was a result of men and women working in different sectors as well as differences in the number of years of service under a seniority-based wage system, rather than the insufficient application of the principle of equal remuneration for work of equal value. In order to solve the problem of the segregation of men and women into different areas of work, the Government was making efforts to promote the enforcement of the Equal Employment Opportunity Law. As the difference in number of years of service of men and women was partly caused by the difficulty in balancing professional lives and family responsibilities, the Child Care Leave Law had been enacted in April 1992. Other measures were also being sought to assist women to balance these dual responsibilities.

The Employers' members noted that the key provision under this Convention was Article 1 providing for equal remuneration based on work of equal value. One means of accomplishing this was given in Article 3 of the Convention: the requirement that "measures be taken to promote objective appraisal of jobs on the basis of the work to be performed" to assist in the elimination of wage differentials between men and women. They acknowledged that although under this Convention it was not contemplated that measures to ensure equal treatment would be a means of equalizing pay between men and women, such an approach appeared to be part of the solution to the problem. In view of the fact that wide-scale participation of women in the labour market was a recent phenomenon, it was not surprising that pay between men and women was different when seniority was taken into account. To the extent that seniority-based wage systems were not instituted to discriminate against women, in their view such systems were not incompatible with the terms of the Convention. In this vein, they agreed with the Committee of Experts that the Government should examine whether women were discriminatorily assigned to low-paying jobs. However, they also considered that the Government should determine whether or not women preferred such jobs rather than attempting to obtain non-traditional higher-paying jobs, and suggested that the Government explore programmes that might encourage women to seek the latter.

The Workers' members noted with regard to the application of this Convention by Japan that there were, in addition to the 1988 survey referred to by the Committee of Experts, other studies (the 1993 ILO study and studies published in 1992 in the *International Labour Review*) demonstrating that the difference between the monthly average earnings of men and women was much more significant in Japan than in other industrialized countries, and that the practices and customs of large firms in this country were not in compliance with the Convention. In this regard, they stated that classification of posts and job descriptions were generally very vague. In such circumstances, comparisons between the average monthly earnings of men and women workers were difficult to carry out. They were concerned by the fact that, according to point 7 of the Experts' report, the Government considered that as there was no general consensus in favour of a different approach to the respective values attributed to work done mainly by women, there was no reason to consider revising the current practices and approaches. The Workers' members noted that the Convention required a courageous attitude on the part of the public authorities, and that it was paradoxical that a country as productive as Japan did not provide statistics on the application of the Convention. The Workers' members also had the impression that the laws of 1947 and 1985 were less productive than comparable legislation in other industrialized countries.

The Workers' member of Japan stated that his Government should quickly supply the relevant information requested by the Committee of Experts. He considered that in his country, despite having adopted laws on equality of opportunities and on childcare leave, as well as others which prohibited discrimination in wages between men and women, these were not sufficiently applied and there remained many matters which needed improvement and which had been dealt with by the Experts in their Report. He was of the opinion that, in order to improve the situation and to apply the principles of the Convention, it was necessary to apply global measures in the areas of equal employment opportunities and of workers with family responsibilities. He emphasized that his Government should ratify Conventions Nos. 111 and 156.

The Government representative stated that she had taken note of the comments made by the Workers' member of Japan.

The Committee took note of the information supplied by the Government representative, in particular on the seniority-based wage system that was in force in her country. The Committee noted with interest that the Government intended to introduce the necessary amendments so as to apply the Convention fully in legislation and in practice. The Committee confirmed, however, that there were certain discrepancies between the remuneration for men and for women, as had been indicated by the Committee of Experts. These differences in wages between men and women were greater than in other highly industrialized countries. The Committee considered that a general policy was necessary, and not only prompt measures, in order to overcome this situation which kept a significant number of women in lower paid economic sectors. The Committee trusted that the Government would duly take into account the comments of the Committee of Experts and would supply detailed information, including statistics, which would show concrete and decisive progress in the application of this fundamentally important Convention in order to promote and guarantee equality of opportunity and treatment for men and women.

Convention No. 105: Abolition of Forced Labour, 1957

Brazil (ratification: 1965). See under Convention No. 29.

Ecuador (ratification: 1962). The Government has communicated the following information:

The Minister for Labour and Human Resources has proceeded to carry out the appropriate steps before the National Congress, which is responsible for discussing the draft reforms of the law which were prepared in 1989, to take note and approve of these reforms. The Government has sent a copy of the official letter No. 02-AIT-93 of 13 April 1993 that the Minister of Labour and Human Resources has addressed to the President of the National Congress and in which he requests that the constitutional procedures be engaged with respect to the following Bills:

- II-90-154 to interpret Legislative Decree No. 105 of 7 June 1967, published in the Official Register No. 161 of 3 July 1967, respecting collective work stoppages,
- II-90-156, containing reforms of sections 443(11), section 455(4), section 456 and section 43(f) of the Labour Code;
- II-90-157, to amend various provisions of the Commercial Code;
- II-90-158, to repeal section 165 of the Maritime Police Code,
- II-90-159, to amend section 11 of the Co-operatives Act;
- II-90-160, to interpret the provisions of sections 53, 54, 55 and 56 of the Penal Code, and section 22 of the Code on the Execution of Penalties and Social Rehabilitation, with respect to forced labour.

Convention No. 107: Indigenous and Tribal Populations, 1957

Brazil (ratification: 1965). A Government representative indicated that his Government would submit detailed information in writing about the implementation of the Convention within the appropriate time period. Having indicated that the Brazilian indigenous population was in a phase of growth, he referred to the work involving the revision of legislation on indigenous populations and stated that one year ago a draft law had been submitted to the National Congress which modified the Indigenous Population Act containing some provisions and fundamental principles from the Indigenous and Tribal Peoples Convention, 1989 (No. 169). He emphasized that the purpose of this revision was to adapt the above-mentioned Act to the Brazilian Constitution that contained a specific chapter on indigenous populations, in conformity with the most recent developments in international law concerning human rights. He stated that most of the efforts of the Government were focused on the demarcation of the indigenous lands, which was the primary condition for the survival of these peoples. He cited figures that showed the extent of this task, which was the responsibility of the National Indian Foundation (FUNAI), and clarified that the lack of resources which were a result of the economic situation in Brazil prevented the Government from doing more in this area, but this was not because of a lack of political will. He indicated that the integrated project for the protection of indigenous territories and populations in the Amazon region, which was part of the pilot programme for the protection of Brazilian tropical forests, was intended to identify, demarcate and monitor the Amazon indigenous lands, but regrettably this project had not yet been approved by the World Bank and there were still no resources available. With reference to the activities of FUNAI, he indicated that in the area of health there were 32 health posts, 290 nursing posts and a hospital specifically for the treatment of indigenous persons. With regard to the particular situation of the Yanomamis and the reference in the Committee of Experts' observation to the effect that *garimpeiros* had required Indians in these regions to engage in forced labour, he emphasized that any contravention of the rights of not only the Yanomamis but also of the other indigenous populations were the subject of appropriate and thorough official investigation, but that the Brazilian authorities had received no reports of any incidents involving forced labour. He indicated that in June 1992 a presidential decree was promulgated that enforced the demarcation of Yanomami territory, which amounted to 9,664,975 hectares containing abundant mineral wealth. The territorial extension and existence of such riches were the cause of the problem of the invasion of these lands by *garimpeiros* and the difficulty of control and monitoring of this territory. During the months of February and March of 1993, a significant operation for the expulsion of the invaders had been completed by the indigenous authorities in cooperation with the Federal Police, which reduced the presence of *garimpeiros* from 5,000 or 6,000 to about 300. The Government would continue the efforts that it had undertaken to free the land of the Yanomamis from the illegal presence of the *garimpeiros*. He also stated that the Yanomami Health Programme, intended to provide emergency health care to this population, continued to be carried out.

The Workers' members emphasized the urgent and serious nature of this case which was evident from the report of the Committee of Experts. They noted the persistent lack of successive Governments to protect the fundamental rights of the indigenous people, noting that these Governments had never stopped the penetration of these territories for the pursuit of private and national interests, international economic development projects and military matters, nor, as a result, the massacres, beatings, threats and harassment of the indigenous people. They stated that although the new Constitution provided that the demarcation of indigenous territories had to be attained by October 1993, the Minister of Justice had shown little inclination to take the necessary coercive measures for the exclusion of non-indigenous peoples from the protected areas, on the basis of the financial cost that would be involved for the State in compensating the expelled settlers. This argument seemed all the less acceptable to the Workers' members in that the successive Governments had unfortunately always found sufficient financial resources when it was a matter of favouring the placement of non-indigenous peoples in these territories. They deplored the fact that the Government remained silent with regard to the suspension of the Yanomami Health Programme and that it did not follow up on the 1991 proposal by the United Nations to provide funding and technical assistance so as to deal with these matters. They asked the Government to inform them of any action that might have been taken against those responsible for the massacres and urged it to ensure that the legislation be strictly applied.

The Employers' members noted that the information supplied by the Government with regard to the application of the Convention was clearly not as positive as it had been with regard to its application of the Forced Labour Convention, 1930 (No. 29). Unfortunately, the brevity of the Experts' observations did not convey the full seriousness of the problem and, therefore, they appreciated the information provided by the Workers' members which indicated that the problem was very extensive, and stated that it would be helpful if the Government would provide information in its forthcoming report on the decrees concerning the delimitation of indigenous territory, environmental protection issues, self-sufficiency of indigenous communities and related health issues. They noted that in 1991 it had appeared that the Government was beginning to correct the worrying situation concerning indigenous populations, in particular the Yanomami tribes. However, although gold miners were expelled, this programme was suspended and they returned in large numbers. Only in March 1993 did the Government take action again by expelling thousands of miners. They emphasized the importance of implementing laws on a continuous basis. They called on the Government to spare no efforts in restoring the suspended Health Programme that had been directed towards solving the health care problems of the indigenous population, and to take advantage of all available external resources for this purpose.

The Government member of Germany stated that he, unlike the Employers' members, had understood the Government to say that the health care programme was being continued. However, he suggested that the Government should provide in its forthcoming report statistics indicating what measures had been taken in the past and what measures were being taken now so as to show whether and to what extent the programme was being continued. While recalling that the Government had had some success in past years in expelling the *garimpeiros* from the Yanomami tribal areas, he deplored the fact that some of these expelled persons had succeeded in returning. However, he did not have the impression that this had occurred because the Government, for financial reasons, had given up demarcation attempts. He invited the Committee to take account of the practical difficulties of action in the field when it noted the development of the situation.

The Government representative, referring to the four points raised in the observation of the Committee of Experts, recalled the problems arising from the extensive area of these territories and confirmed that the health programmes continued with the assistance of universities and non-governmental organizations. He emphasized the action taken to expel the invaders and the extensive demarcation of indigenous lands which was a cause of satisfaction for the Government.

Another Government representative, in referring to the measures taken against the invaders of indigenous lands, indicated that these persons lived in conditions that were as difficult as those of the indigenous peoples, and tried to survive illegally on these lands. So as to expel them the Government had offered them transport to their places of origin. He emphasized the difficulty involved in monitoring such large territories and the impossibility of doing so during the rainy season. In response to the concern expressed by the Workers' members, he indicated that the Government had followed up on the offer of the Secretary-General of the United Nations to supplement government efforts to provide assistance to the Yanomamis, and that the Panamerican Health Organization was collaborating with the Yanomami Health Programme. The International Fund for Agricultural Development (FIDA) and the ILO had offered to cooperate with subsistence programmes for indigenous peoples of the Amazon region.

The Committee took note of the information as supplied by the Government representatives. In particular, it took note with interest that a draft law had been submitted to Parliament which established regulations for the chapter in the Constitution on indigenous persons and which took up some provisions of Convention No. 169. With regard to the gold prospectors, the Government had stated that it had no knowledge of any situation involving slavery or forced labour of the Yanomami Indians; moreover, there remained at present no more than 300 gold prospectors in the Yanomami territories. Nevertheless, the Committee noted that successive Governments had failed to duly protect the indigenous populations from massacres and abuses. The Committee urged the Government to adopt all appropriate measures to expel the gold prospectors who still were to be found in the Yanomami territories, and to provide medical assistance urgently to the indigenous persons who had contracted sicknesses as a result of the invasion of the gold miners. The Committee trusted that the Government would send a detailed report so that the Committee of Experts and this Committee could note decisive progress in the application of the Convention at their next meetings.

The Government representative indicated his disagreement with the reference in the conclusions to "failure of successive Governments to duly protect the indigenous populations from massacres and abuses", since this reference had been made only by the Workers' members.

India (ratification: 1958). A Government representative indicated that his Government had just supplied a detailed report to the Office on the questions raised by the Committee of Experts concerning: the list of Scheduled Tribes; the reports of the Commissioner for Scheduled Castes and Scheduled Tribes; the reservation of seats for tribal populations in local administration; the rehabilitation of displaced tribal people; the National Forest Policy of 1988; the carrying-out of a survey on the extent of alienation of tribal land; and the health and education programmes for the welfare and development of tribal people. As concerned the Sardar Sarova dam and power project, he noted that the World Bank had prescribed certain benchmarks on resettlement and rehabilitation and on environmental aspects of the project, taking into account the issues raised by the independent review. These benchmarks were substantially fulfilled by the Government before the prescribed date. However, in order to avoid further vitiation of the atmosphere, the Government had decided to disengage from the World Bank and not seek any further disbursement out of the outstanding portion of the credit for the project. With respect to rehabilitation, the state Government of Gujarat had exhibited its capability to resettle project-affected persons, depending on their willingness. 5,058 project-affected persons in Madhya Pradesh and Maharashtra and Gujarat States, more than 90 per cent of whom were tribal people, had already been resettled by July 1992. The Government of Gujarat had so far allotted 10,107 hectares of land to these project-affected people. Furthermore, resettlement grants had been given to 1,645 families and subsistence allowance to 3,659 families. Development assistance of Rs. 5,000 per family had been given to 2,645 families. Thirteen rehabilitation sites out of a total of 86 had already been provided with electricity. Employment had been provided to 349 people. A health survey had also been conducted for the preparation of a detailed health programme for the displaced. Details of the steps taken by individual states were included in the report provided to the Office.

The Workers' members stated that they had in the past commented on the problems raised by the construction of the Sardar Sarovar Dam, and generally on World Bank projects throughout the world which often had catastrophic consequences as far as indigenous and tribal populations were concerned. The World Bank and the IMF should consult the ILO before they embarked upon such projects. In this case, this was especially true because although the World Bank had made its decision on technical not political grounds, it nevertheless had the consequence of disturbing thousands, perhaps a million, tribals. Although there was a need for the dam, adequate preparation had not been made to deal with the consequences of the large-scale disturbance of people and the amount of resettlement compensation that was likely to be paid. There was still a gap between the resettlement needs of the tribal populations being displaced and the amount of land available. Thus, the Government was invited to continue to give detailed reports on all aspects of tribal indigenous populations in India since it had one of the largest of these groups in the whole world. Moreover, continual reports were requested on the developments as far as the dam was concerned and on whether the displaced people were receiving adequate compensation.

The Employers' members pointed out that this case had been discussed four times since 1986, and in 1991 the Committee had addressed an urgent request to the Government for detailed replies to its questions. However, regular reporting over the last few years had been extremely inadequate. The dam project was only one example of a general problem that tribal peoples required special protection as stated in the Convention. This protection was necessary since tribes had a different status and should be able to live differently. Up to now adequate responses had not been received from the Government on this subject. Since hundreds of thousands of people had been resettled it was particularly important to know whether compensation was adequate, whether there was enough substitute land for these tribals and where this land was. Much greater clarification was required than had been the case in the past on the resettlement measures. The Employers' members hoped that the report that had been referred to by the Government representative would answer many of these questions so that the Experts could take note of positive changes.

The Committee took note with interest of the detailed information supplied by the Government representative. The Committee regretted that the Government had not sent a report to the Committee of Experts in time for it to be examined during the 1993 meeting of that Committee. The Committee noted that, notwithstanding the earlier discussions on this subject and the repeated examination by the Committee of Experts and the Conference Committee, it still did not appear that the resettlement and rehabilitation measures for the displaced tribal peoples were in conformity with the Convention. It expressed its deep concern at the fact that the measures for the resettlement of tribal populations displaced in future might give rise to greater difficulties with regard in particular to the Sardar Sarovar Dam and Power Project, the Committee was of the opinion that the Government could examine with the ILO the question of the social impact of this project on the tribal peoples concerned. Consequently, the Committee requested the Government to take urgent measures to bring its resettlement and rehabilitation policies into line with the Convention. In this connection, the Committee recalled that the Government could seek technical assistance from the Office, if it so wished. The Committee expressed the wish to be able to examine this case again next year and hoped to be able to note concrete progress in the harmonization of national law and practice with the provisions of the Convention.

Convention No. 111: Discrimination (Employment and Occupation), 1958

Brazil (ratification: 1965). A Government representative of Brazil recognized the existence in his country of discrimination in employment, whose origins stemmed from the colonial period. The Government was taking particular care in its study of labour statistics in order to detect anomalies. It intended to improve relevant legislative instruments with social participation. He supported an active policy against discrimination and was in favour of equal opportunities in the labour market. The Ministry of Labour was improving statistical analysis of dismissals and was endeavouring to centralize data and to put into place a network for the collection of information on social matters. The Government was concerned about consolidating the social achievements proclaimed by the Constitution, and had proceeded to revise its legislation, in particular on discrimination in employment. He specifically mentioned Bill No. 1045 encouraging employers to hire women, and Bill No. 5291 prohibiting wage discrimination based on sex or pregnancy, the financial incentives given to employers to provide vocational training, the establishment of a fund for the vocational training of women and Bill No. 3032/92 prohibiting the employer from requiring female workers to undergo pregnancy tests. He indicated that these problems had less impact on the public service, as the Constitution stipulated that public service posts were open to all without distinction through public competitions, with 20 per cent of the posts reserved for the physically disabled (Act No. 8112 of December 1990). With regard to the allegations that female workers were required by employers to be sterilized, the Government recognized the existence of a problem but pointed out that, to its knowledge, no complaint about this had been reported. He recalled that Bills Nos. 229/91 and 667/91 prohibited that proof of sterilization be required.

The Employers' members welcomed the recognition by the Government of the existence of a problem of discrimination in employment in the country, as well as measures contemplated to ensure compliance with the Convention, including the collection of more comprehensive labour statistics. This was a starting-point. They had the impression, however, that real employment laws to protect victims of discrimination were still not in place and urged the Government to enact such laws, as well as to create the announced inspectorate under the National Labour Council dealing with occupational discrimination issues. Positive training and education programmes would also be necessary to begin to turn the tide in human orientations to discrimination, including problems of the sterilization of women. The Employers urged the Government to adopt these programmes as soon as possible.

The Workers' members associated themselves with the comments made by the Employers' members. They stressed that the Government should send its comments on the communications received from the trade union organizations, for examination by the Committee of Experts. As regards the question of the sterilization of women, they stated that it should not be used as a means of discriminating against women seeking employment. Laws banning this existed and the Government was making efforts to enforce them, but difficulties persisted. The Workers considered that a campaign should be conducted in this area because the figures showed that a large number of women were involved in the sterilization programme which had an impact on the discrimination in employment.

The Workers' member of Brazil stressed that, while some major progress had been achieved in legislation for the protection of women, in practice some employers continued to require sterilization and marriage certificates before they hired women, and requirements based on sex still existed for certain positions. All workers should realize that the defence of women was not a campaign against men and that all workers had to assist women to defend their interests. She believed that with the structural adjustment policies and the flexibility policies that were being imposed on developing countries resulting in unemployment and recession, the situation, in particular the situation of working women and children, had worsened. More awareness campaigns among employers were necessary to protect working women.

The Workers' member of New Zealand supported the comments made by the Workers' member of Brazil. It was unfortunate that women bore a heavier burden in a recession and that widespread poverty left women seeking work in a desperate situation where forced sterilization was accepted as a precondition to gaining employment or continuing in employment. He noted the indications made by the Government representative that steps were being taken to alter this situation both by enforcement measures and by educational methods. Tripartite efforts were needed to make it clear that such practices were unacceptable to the social partners.

The Government representative stated that, while there were difficulties in proving cases of discrimination as the victims themselves did not complain, they were dealt with by a special unit for monitoring discrimination in employment created under the National Labour Council. This Council, through building a tripartite consensus, would have a significant role to play in ensuring that the Bills which were now before the Congress would be adopted more quickly, so that there would be more effective legal instruments preventing discrimination in Brazil. With respect to the special situation of women, he indicated that more than 100 police officers were especially dealing with women's problems making it easier for complaints to be submitted and for the cases to be investigated and prosecuted.

The Committee took note of the information provided by the Government representative. In particular, the Committee noted the Government's statement that there had been discrimination over a period of years and that it was now attempting to combat discriminations through an active policy, with the participation of the society and through the National Registry of Social Information and the National Labour Council, and that it had submitted various Bills to that effect, and that statistics were being collected. The Committee also noted that the Government had submitted, among others, a Bill prohibiting women from being compelled to present certificates of sterilization or of pregnancy in order to obtain employment. The Committee was, however, deeply concerned about the situation prevailing in certain private enterprises. It urged the Government to take the necessary measures to prohibit any discrimination based on sex and to reply to the comments of the workers' organizations regarding discrimination in the labour market based on race. The Committee hoped that the replies to the requests for information by the Committee of Experts would be included in the next report of the Government so that it would be possible to take note of the progress achieved with a view to ensuring full compliance with the Convention.

Egypt (ratification: 1960). The Government has communicated the following information:

1. In paragraph 1 of its observation, the Committee of Experts referred to Presidential Decision No. 214 of 1978 and to the two laws adopted in conformity with this decision, namely Act No. 33 of 1978 respecting the protection of the home front and social peace and Act No. 95 of 1980 respecting the protection of values. In reply to these comments supplied, the Government maintains the information supplied in its preceding reply to which the Committee has referred. Furthermore, the Government indicates that the Egyptian legislation authorizes adhesion to any opinion, whether political or religious. Only the call for denying religions, the exercise of an activity prejudicial to the security of the State, the call for use of violent methods or recourse to such methods would be punished. Adhesion to any opinion is entirely authorized. Only the appeal to certain aberrant opinions which are contrary to the fundamental principles of society, established in the Constitution, and the call for violence are forbidden. Any persons against whom a measure is taken in this respect may have recourse to the judiciary. This is in conformity with the letter and the spirit of the Convention.

2. In paragraph 2 of its observation, the Committee of Experts recalls that it has raised the point of incompatibility of section 18 of Act No. 148 of 1980 respecting the power of the press, with the principles of the Convention. In this respect, the Government states that the persons not allowed to publish or to participate in the publication of newspapers are those affected by a ban on the exercise of their political rights or of the right to form political parties, those professing doctrines rejecting the divine laws and persons convicted by the Court of Moral Values.

3. The Committee of Experts has also noted that Act No. 33 of 1978 limited the freedom of publication and distribution by means of the press or other means of information. The Government states that the Egyptian legislation does not forbid any group or person having political or religious opinions to exercise the profession of journalist or to express opinions through a journalist. The prohibition in section 18 of the Act concerned persons against whom final decisions had been handed down. This ban may be considered to be part of the supplementary sanctions which are known in all penal legislation and which aimed at ensuring the integrity of the press, which is not contrary to the provisions of the Convention. The Government mentions that section 4 of Act No. 33 of 1978 was declared to be unconstitutional by the Constitutional Tribunal on 21 June 1986 (Case No. 56, judicial year VI; decision published in the Official Journal No. 27 of 3 July 1986).

In addition, a Government representative stated that Presidential Decision No. 214 of 1978 respecting the protection of the home front and social peace had been issued in the context of a basically socialist regime but that since then his country had undertaken structural reforms in order to encourage private initiative and promote a market economy. In the light of recent changes, the Government had undertaken, in collaboration with the ILO, a review of certain laws concerning in particular fundamental freedoms, freedom of association and equality of opportunity and treatment in employment. However, the modification of these aspects of the legislation required time. The Government was trying to guarantee non-discrimination in law as well as in practice in conformity with the Convention. A reply to the 1993 observation of the Committee of Experts had already been supplied to the Office. Reference was also made to the previous responses of the Government.

The Workers' members recalled that Presidential Decision No. 214 excluded persons convicted of maintaining principles contrary to the divine law from senior posts in the public administration and the public sector and also prohibited them from publishing articles or engaging in work that might influence public opinion. According to the Government representative, Egypt was making an earnest effort to cooperate with the ILO and to modify the legislation in order to ensure its conformity with the Convention. Moreover, according to the Government representative, the Government did not apply in practice the provisions and this was contrary to Article 1 of the Convention. In this respect, the Committee of Experts had recalled as usual that the wording of the law also had to be brought into conformity with the Convention. The Government representative was thanked for the good intent which he had shown and the efforts which were promised to eliminate any incompatibilities.

The Employers' members, recalling that this case had already been examined by the Conference Committee in 1991, considered that the restrictions in the domain of employment resulting from provisions which restricted freedom of expression, were of a discriminatory nature which was contrary to the provisions of Article 1 of the Convention. However, the Government had stated that these provisions were incompatible with the Constitution and were not applied in practice. The Committee of Experts had recalled that the expression of religious, philosophical or political views should be allowed in the absence of the use of, or the incitation to, violence. However, this point of view, based on law, raised certain problems which should be reflected on during the examination of this case. Lately there had been an increase in religious extremism which, without explicitly inciting, was by its nature an encouragement to carry out acts of violence. Everybody knew that Egypt had to face acts of terrorism fed by religious and political fanatics and the Government's concerns were understandable. In practice, a balance had to be found so that the necessary protection of freedom of expression did not encourage extremists. Although a delicate task, the Government was earnestly trying to remove the restrictions existing in the legislation and to interpret them so that no political discrimination could take place. It was hoped that the Government would quickly take measures to this end. When the Committee of Experts examined the results obtained through these measures on the basis of a detailed report, this Committee could once again readdress the issue.

The Workers' member of Italy emphasized that the existence of discrimination was contradictory to the powerful tradition of tolerance in Egypt and could only be explained in the international context. By repealing this discriminatory legislation, the traditional spirit of tolerance in Egypt would once again be renewed.

The Government representative specified that the Constitution and the Egyptian laws guaranteed freedom of opinion and equality before the law to all citizens. Only atheist propaganda and recourse to violence were prohibited.

The Committee noted the information supplied by the Government representative. The Committee stated that it shared the opinion of the Committee of Experts that specific measures were required to remove the possibility of discrimination in employment on the basis of religious or political opinions. The Committee expressed the hope that the revision under way of the national legislation would ensure its conformity with the provisions of the Convention. The Committee stated that it hoped that the Committee of Experts would receive information on this subject in the next report of the Government. In particular, the Committee expressed the firm hope that, in the very near future, there would be an amendment to Presidential Decision No. 214 of 1978, to section 18 of Act No. 148 of 1980 with regard to the power of the press, as well as to Act No. 33 of 1978 respecting the protection of the home front, with a view to bringing national law and practice into full conformity with this fundamental Convention. The Committee reminded the Government that it could ask for technical assistance from the Office, if it so wished.

Islamic Republic of Iran (ratification: 1964). A Government representative first made it clear that his Government attached significant importance to the ILO, to international labour standards and to the work of the supervisory machinery. First, regarding discrimination based on religion, he stated that the statutory provisions in the public sector did not permit any discrimination in employment based on conviction, that there had been no case of dismissal based on conviction, and that a complaint on such dismissal, if any, could be filed under section 11 of the Administrative Justice Tribunal Code. As to the pension issue, section 76 of the Social Security Act and the Retirement Act of 1986 provided for age and length of service as the only criteria for eligibility for pension, therefore without any discrimination. He stated that 101 Baha'is were currently receiving pensions and that files in this regard would be submitted for examination. Regarding the question of dismissal, the existing legislative provisions prohibited any dismissal based on conviction, sex, colour, race, ethnic or social origin, and measures for reinstatement by the competent courts and authorities existed in the law. As to the closure of Baha'i businesses, section 39 of the Trades Regulatory Act concerning the closure of business units treated all nationals equally. The Prime Minister's Directive of 1989 had been formally re-endorsed by the President of the Islamic Republic of Iran and practical measures had been taken accordingly, including the non-discrimination concerning Baha'i businesses or education both in schools and universities. He denied the alleged closure of Baha'i classes in January 1991. He also denied the discrimination against the Zoroastrians including the right to conduct business and expressed the Government's willingness to examine any alleged case. He further stated that the circular of the Supreme Revolutionary Cultural Council had never been issued. Regarding point 7 of the comment of the Committee of Experts the document requested would be supplied. As to point 8, the Constitution of the Islamic Republic of Iran required the judicial body to arrange courts according to the rites and religious regulations when the issue concerned civil statutes. With regard to Freemasonry, he stated that these organizations had terminated their activities in the country and that any complaint concerning dismissal on the basis of the membership would be received by the Administrative Tribunal. Secondly, regarding the situation of women workers, he provided the latest statistics on women pursuing higher education (3,286 women in a number of engineering and agricultural fields; the four state polytechnic universities had 533, 597, 836 and 557 women students, respectively, of which 34 studied metallurgy, 743 studied in agricultural courses and 559 studied law). He thus denied the alleged sexual discrimination in higher education or in vocational training and stated that the restrictions on women's occupations was meant to protect them from hazardous work. Regarding judges, women could obtain various judicial positions according to their judicial rank without restriction based on sex. He expressed the determination of his Government and the judiciary to promote the participation of women in judicial activities and mentioned the existence of more than 250 women attorneys. Thirdly, as regards general measures concerning equality, he stated that section 6 of the new Labour Code, like its section 38, originated in articles 19 and 20 of the Constitution of the Islamic Republic of Iran which prohibited any kind of discrimination in employment and occupation. Section 6 of the Labour Code extended the protection of the Labour Code against discrimination on all the grounds set out in Article 1, paragraph 1(a) of the Convention including religion, political opinion and social origin.

The Employers' members first recalled that the case had been discussed in this Committee for many years although there had been interruption for two years, and that it had been included in a special paragraph, sometimes indicating the continued failure to implement. They referred to the legal texts mentioned in the Committee of Experts' report and requested the Government for further clarification concerning, for example, the circular of the Supreme Revolutionary Cultural Council of 25 February 1991 of which the publication and even the existence did not appear evident given the statement of the Government representative, and the directive of the Ministry of Labour of 8 December 1981 which seemed to have been repealed, and the text of which containing the report would be very useful for the work of the Committee of Experts as well as of this Committee. In addition, the Employers' members would be grateful to the Government if it would clarify how the Prime Minister's directive mentioned in the Committee of Experts' report had been regulated or modified, and if it was the case, if it had been repealed. Concerning the situation of women workers, the Employers' members stated that they could not comment on the statistical data supplied by the Government representative which, at first sight, appeared to indicate that women workers were no longer subject to the discrimination raised in the report of the Committee of Experts. They referred to the paragraphs of the Experts' comments regarding general measures concerning equality, and wondered, in light of the Government's statement that the Labour Code responded to all the requirements of the Convention, whether the Code had been amended since the comments of the Experts illustrated divergencies between the two texts. The Employers' members concluded by emphasizing that the attitude of the Government as was demonstrated in the statement of its representative contrasted with those of its predecessors who either denied the facts mentioned by the Committee of Experts or defended their viewpoint by stating that the measures taken by the Government were sufficient to the extent that they conformed with Islamic law, or combined these two attitudes.

The Workers' members appreciated the detailed replies provided by the Government representative, stressing, however, that the replies did not enable them to have a clear idea of the situation. Certain facts mentioned in the Committee of Experts' report – for example, the case of the circular of February 1991 pointed out by the Employers' members – were denied by the Government representative. Nevertheless, they were pleased to see the Government's willingness to supply the relevant information and documents to the Committee of Experts. Concerning the situation of women workers, they stated that the extensive information including statistics supplied by the Government should be examined by the Committee of Experts and be supplemented by separate figures on each economic sector, occupation or other relevant classification. As for point 13 of the above report, they noted that the exceptions only concerned the ban on women workers from carrying heavy loads or being present in dangerous places or other similar cases. They requested the Government to supply particulars in this regard, as well as on the situation of women occupying the highest posts in the judiciary. As regards the general measures concerning equality, the Workers' members also requested the Government to clarify further its indication that the national legislation would be perfectly in line with Article 1, paragraph 1(a) of the Convention. Furthermore, they appreciated the positive signs indicated in point 16 of the Committee of Experts' report. Finally, they hoped to receive more detailed information on the cases examined by the Supreme Labour Council, including examples of some representative cases. The Workers' members concluded by emphasizing that the Committee should remain prudent and insist that the Government should do more, provide more detailed information and intensify the dialogue with the Committee.

The Workers' member of the Netherlands stated that he had difficulty in reconciling the past and present positions of the Government. First, he wondered about the possible change of attitude of the Government towards international labour standards, especially whether to what extent it now considered them universal. Concerning the Baha'is, he recalled that in the past the Government had considered them to be spies and that, according to the statement of the Government representative, they could now receive the pensions which were legally due to them. Regarding the situation of women workers, he requested supplementary information on the Islamic Councils of Labour.

The Workers' member of Germany stated that he would be grateful to the Government for indicating the percentages corresponding to the figures which its representative had mentioned in his statement so that this Committee would be able to assess the situation of women workers. He wanted the Committee of Experts to receive the necessary information concerning the education and further education plan referred to by the Government. Finally, he agreed with the last speaker concerning uncertainty of the universal value of international labour standards for the Government.

The Government representative reaffirmed his Government's willingness to deal with the observations of the Committee of Experts frankly and sincerely. He reiterated the Government's efforts to provide the required information as much as possible including, for example, the copy of the text which endorsed the Prime Minister's directive and the directive of the Ministry of Labour. As regards the Islamic Labour Councils, he stated that the membership of these Councils was not a profession but of an advisory nature and that the philosophy of these Councils was to prepare programmes and establish coordination for the progress of workshops with the participation of workers and employers. He also referred to section 131 of the new Labour Code concerning the right to establish or join workers' or employers' organizations without discrimination. Regarding women workers, he stressed the importance that his Government attached to equality of opportunity between both sexes in the reconstruction and renovation after the war of 1981-89, and referred also to the principle of no wage discrimination based on sex, provided in the Labour Code. He further denied the existence of the circular of the Supreme Revolutionary Cultural Council. He finally referred to the Asian and Pacific Labour Ministers' Conference hosted by the Islamic Republic of Iran as an example of the Government's commitment to the universal standards.

The Committee heard the information submitted by the Government and took note of its statement that it adhered to the principles of the ILO. It also took note of the Government's statement that in the country there had been no discriminatory dismissals, that the social security system applied equally without any discrimination and that religious minorities were treated on an equal footing with nationals. The Government had also indicated that being a Freemason was not punishable by law and that vocational training for women was constantly increasing. Nevertheless, the Committee continued to express its concern because the discrepancies previously pointed out between the law and practice and the Convention had not been removed, as they should have been. The Committee expressed the hope that the Government would accomplish the removal of the conditions that constitute discriminatory treatment in the recruitment of members of certain religious groups which had been discussed in this Committee on many occasions and on which no progress seemed to have been made. The Committee also expressed its concern about the situation relating to women workers, in particular, the possibilities of equality as regards recruitment, although there were many women undertaking university studies. The Committee hoped that the next report from the Government would indicate in particular what steps had been taken to annul the circular of the Supreme Revolutionary Cultural Council of 25 February 1991 relating to recruitment of people who belonged to the Baha'i faith and that it would contain information requested by the Committee of Experts on progress made to eliminate restrictions on work by women which had been noted by the Committee of Experts. The Committee trusted that, on the basis of the detailed information announced by the Government, the Committee of Experts and this Committee would be able to note real progress in the very near future on the subjects that had been commented upon by the Committee of Experts.

Iraq (ratification: 1959). A Government representative indicated that the comments of the Committee of Experts had not reached the Government and had been received only upon arrival at the Conference. He stated that the Constitution of 1970 guaranteed to all citizens equality in employment and occupation without any discrimination on the basis of race, religion, social origin or other motives and provided that employment and work were a right established for all citizens. The Civil Service Act of 1960 guaranteed equality in the public sector, without discrimination on the basis of sex, social origin or religion, and the Labour Code of 1987, in section 2, guaranteed the right to employment without discrimination on the same grounds. Different texts were adopted on the basis of the Constitution and the Labour Code in order to create conditions of equality of opportunity and equity in education, employment and working conditions. This policy received the support of the social partners and the Government had done everything possible to give it practical expression in the world of work. Referring in particular to education and vocational training, he stressed that education was free of charge from the age of six, without discrimination based on sex; vocational training centres were open for all citizens; conditions had been created so that everybody was prepared for employment, irrespective of their origin. There was also equality in promotional opportunities. The policy of equality had borne fruit: the number of working women had risen to 39 per cent of the labour force. He concluded that there was full equality for all citizens irrespective of origin, beliefs or religion.

The Employers' members, referring to the statement of the Government representative that the comments of the Committee of Experts had been received late, recalled that these comments corresponded word for word to those formulated previously, as the Committee of Experts had repeated them again this year because the Government had not supplied the report. They noted, in connection with point 2 of the observation, that the Government had not supplied information on the measures taken or on the results obtained to promote the cultural rights of ethnic and linguistic minorities, such as Turkoman and Kurdish minorities. In relation to point 3 and Article 2 of the Convention, they noted that the Committee of Experts had once again requested the Government to supply information on the measures taken to ensure that, in practice, the members of these minorities were not subjected to any discrimination. Given the very general remarks of the Government, they considered it necessary that the Committee urgently request the Government to communicate a report and to provide all necessary information on the concrete measures adopted to ensure the application of the Convention.

The Workers' members recalled that the Committee of Experts had noted in its observation that the Government "merely cited" the provisions of the Constitution and labour legislation, which the Government representative repeated in his statement. The provisions concerning human rights and non-discrimination were found in many constitutions, yet they still had to be applied in practice. The Workers noticed that the Government representative had not mentioned the Turkoman and Kurdish minorities to whom should be added the Arab minorities in southern Iraq, who were being starved and slaughtered in the most extreme form of discrimination. It was evident that discrimination was taking place against ethnic minorities in Iraq. The Convention did not only prohibit discrimination based exclusively on the grounds of sex, social origin or religion, it equally prohibited discrimination for other motives. The Government should supply the information required by the Committee of Experts, as well as by this Committee, concerning minorities.

The Workers' member of Kuwait supported the declaration of the Workers' members and requested information on the measures taken to respect the rights of the Kurdish, Turkoman, Chiite, Assyrian and other minorities. In the Kurdish zones in the northern part of the country, schools had been closed, depriving a large part of the population of their right to education. The Government did not respect its international obligations. It should submit a report indicating measures taken in practice to respect the rights of minorities.

The Government representative stated that he referred not only to the Constitution but also to the Labour Code and to the Civil Service Act, and to the State Plan adopted in 1970 which was contained in mandatory legislation. The legislation did not permit any discrimination and made no distinction on the basis of national origin: Arabs and all ethnic or religious minorities were treated on an equal basis. The Kurdish population was not treated differently because all populations were dealt with on the basis of equality in employment and all other rights. He mentioned Act No. 33 on self-administration of Kurdish regions which provided, in particular, the following: the language of education was Kurdish; the rights of these populations were protected under the Constitution (article 3); all minorities were represented on a proportional basis in the Parliament of the autonomous region; access to public employment was guaranteed; the Parliament of the autonomous region had the right to take all legislative measures to promote the cultural and social development of the region, as well as national customs and traditions of all citizens, including members of the various minorities (article 10); the Executive Council, composed of Kurds and not Arabs, had the authority to administer various fields, such as employment and education (article 10), and to distribute civil service positions among the various members of the minorities. He concluded by stating that the abovementioned laws guaranteed equality of opportunity to all citizens, including the Kurds and other national minorities, and respected international obligations.

The Workers' member of Iraq, recalling the mandate of the Committee, stated that he was taking part in the Committee to monitor the application of ILO standards; he was entirely in favour of the application of this Convention. He stated in general terms that governments were slow in revising their legislative texts and adopting measures to implement them. Referring to the situation in his country, he considered that, because of the embargo, all citizens became victims of certain forms of discrimination and that the northern regions were not suffering from exactions but from the consequences of this measure. He supported the requirement to supply reports and to respect Conventions, if his country was given the means to do so.

The Workers' member of the Netherlands stated that he was aware of the difficulties existing in the country, as were other members of the Committee. However, he wanted to know the measures taken by the Government as well as the results achieved.

The Committee took note of the information provided by the Government representative. The Committee regretted that the Government did not submit the report due in time for it to be examined by the Committee of Experts. The Committee expressed its deep concern at the situation of the Kurdish and Turkoman minorities and asked the Government to provide information regarding the situation in practice of these ethnic minorities and on the manner in which equality of opportunity and treatment was ensured for them. The Committee urged the Government in future to comply fully with the obligation to submit reports at the appropriate time, so that the Committee of Experts and this Committee could follow the developments in the situation.

Mauritania (ratification: 1963). A Government representative recalled that the difficulties with respect to this Convention resulted from the painful events that took place in 1989 between Mauritania and Senegal, and he assured the Committee that the normalization of bilateral relations since then had permitted the reinstatement of workers in their employment and their free movement to the satisfaction of both parties. As Mauritania was a country founded in law, every person who considered that their rights had been infringed had the opportunity to appeal. More generally, the Constitution, the Law Respecting Public Service and the Labour Code prohibited any form of discrimination during recruitment or in employment. In the public service, the recruitment on the basis of competition guaranteed equality of opportunity to all Mauritanians without social, ethnic or racial distinction. In the private sector, the requirement of registration on the lists of service of the labour force was the only valid criterion. The Government's social policy aimed at encouraging the persons who were the most under-privileged.

The Workers' members recalled that this case originated in a representation presented by the National Confederation of Workers of Senegal, which resulted in the adoption by the Governing Body of a report recommending that specific measures be taken to determine the nationality of persons displaced and reparation for the prejudice suffered. The Governing Body had asked for a detailed report for 15 October 1991 on the effect given to these recommendations. However, the statement of the Government representative did not allow the Committee to determine what measures had been taken to give effect to these recommendations. Thus, it was appropriate to insist that the Government act quickly as indicated and that it inform the Office of measures taken in practice.

The Employers' members associated themselves with the Workers' members' request that the Government explain the concrete measures taken following the recommendations of the Governing Body. It was not sufficient to state that the reasons for the past events were history. Concrete measures remained necessary, pursuant to which the Government should present a detailed report as soon as possible so that the Committee of Experts would be in a position to examine the situation once again.

The Government representative stated that he had taken due note of the different observations and recommendations. In reply to a question from the Workers' member of Greece, he stated that negotiations between Mauritania and Senegal were going on.

The Committee regretted that the Government had not supplied information on the measures taken to implement the recommendations made by the committee set up by the Governing Body of the ILO to examine the representation presented under article 24 of the Constitution of the ILO concerning in particular the employment situation of nationals of Mauritania displaced in 1989 during a conflict with Senegal. Consequently, the Committee urged the Government to do everything possible to award appropriate compensation to the Mauritanian nationals who had suffered prejudice in their employment. The Committee expressed the hope that the Government would send a detailed report so that the Committee of Experts and this Committee would be able, in the near future, to note decisive progress towards resolving this problem.

Pakistan (ratification: 1961). A Government representative reiterated that the Constitution of Pakistan guaranteed equal opportunities in all matters including employment and education to every citizen regardless of faith or religion. Article 27 of the Constitution prohibited discrimination in the matter of appointments in the government services of Pakistan on the basis of race, religion, caste, sex, residence or place of birth; and article 36 provided that the State had to safeguard the legitimate rights and interests of minorities, including their due representation in the services of the federal and provincial governments. Members of minority communities had held and were holding high positions in the services of Pakistan. Selection for the civil services and the armed forces was made on the basis of merit, without any discrimination. He reiterated that the Anti-Islamic Activities (Prohibition and Punishment) Ordinance did not affect members of the Ahmadi/Quadiani community in the matter of employment and education as there was no question of dismissal of any member of this community from service on the basis of religion. The Pakistan Penal Code imposed an obligation on all citizens to respect the religious sentiments of others. Since the Ahmadis and Quadianis were not Moslems, they were prohibited from claiming the contrary. They were, however, free to preach and practise their own faith. As concerned the Committee of Experts' request for statistical information concerning the number and percentage of Ahmadis in the civil services and the armed forces and the number of any dismissed, the Government representative indicated that such information was not collected on the basis of religion and therefore was not available. He concluded by indicating that a detailed report on the application of the Convention would be submitted.

The Employers' members recalled that this case had been discussed in this Committee for a number of years and had been the subject of a special paragraph in 1987. They recalled that the Convention addressed direct and indirect discrimination. This case concerned discrimination based on religion. They noted the Government representative's indication that there were some constitutional provisions and some statutes which protected public sector employees from discrimination, but expressed concern that there was no mention of legislation for the protection of private sector employees in this regard. While noting the difficulties involved in dealing with religious discrimination, they pointed out that Ordinance No. XX, which provided that members of minority religious groups could be imprisoned for propagating their faith, represented a basic violation of the Convention. It was difficult to get a job while in jail. While noting the Government's reply that the dismissal of an individual because of his membership in the Ahmadi faith was actually due to other reasons, they pointed out that mixed motives for dismissal only signified that there were problems in the application of the Convention. They also recalled the problems raised with respect to the refusal to issue passports. They concluded by recalling that they were dealing not only with a question of direct discrimination, but also discrimination relating to decisions made in a society that made it difficult for a person to get a job. They urged the Government to make every effort to correct this problem in the near future.

The Workers' members noted a new element in this case: the Government had indicated its intention to exclude the new industrial zones from the labour legislation, including the legislation protecting against discrimination. They recalled that the Finance Act permitted the suspension of labour legislation. They urged the Government to provide all information on any measures taken in this regard. They recalled that Ordinance No. XX provided for punishment with imprisonment of members of certain religious groups for propagating their faith. Obviously, this affected their chances of employment. They also noted that the refusal to issue a passport on the basis of religious belief would have consequences on a person's ability to find employment abroad. The provisions of the Convention did not therefore appear to be fully applied. They concluded by urging the Government to take all necessary measures to eliminate any discrepancies in law or in practice and to guarantee equality of opportunity and treatment. They also urged the Government to provide all necessary information on developments in the situation.

The Government representative repeated that the Constitution prohibited any discrimination on the basis of religion and that there was no discrimination in the labour law. As concerned the issuing of passports, he suggested that this question might be the subject of advice from ILO technical assistance.

The Committee noted the information supplied by the Government representative. The Committee also noted that the discriminatory employment situation with respect to members of certain religious groups had not changed since the last time the Committee discussed this problem. The Committee was of the opinion that the Government should take the necessary steps to guarantee that there was no discrimination in respect of employment, in law or in practice, on the grounds of religion. The Committee urged the Government, in its next report, to supply all the information requested by the Committee of Experts in this respect in order to show that genuine progress had been made towards full application, both in law and in practice, of the Convention. The Committee noted the Government representative's statement that these questions could also be dealt with by the mission on standards that the Government was ready to receive in the near future.

Romania (ratification: 1973) The Government has communicated the following information:

The Government has supplied the text of Government Decision No. 461/1991, respecting the system of tuition in Romania. It has also given the assurance that the conclusions and recommendations of the Commission of Inquiry would be made accessible to the organisations of employers and workers.

Furthermore, the Government has provided information on the following points:

I. *Progress made in the legislative field concerning the application of the provisions of the Convention*

1. *Human rights*

Through Act No. 9/1991, the Romanian Institute for Human Rights has been established under the supervision of Parliament.

2. *National minorities*

Through Government Decree No. 137/1993, a Council for National Minorities was created at the beginning of April 1993. The Council has discussed and approved its organisational structures and the regulations for its functioning and has established its work programme for 1993. The Council has also decided on the constitution of a public non-governmental, non-profit establishment of the national minorities of Romania. Act No. 92/1992 respecting judicial organization establishes the right to have an interpreter before the judicial instances for members of national minorities. Governmental Decree No. 343/1990 has authorized the Ministry for Culture to grant subventions to certain publications of national minorities. Under Governmental Decree No. 677/1991, the creation of a Centre for European Studies on Ethnic Problems has been approved.

3. *Reparations to persons discriminated before December 1989*

Legislative Decree No. 118/1990 concerns the granting of compensation to persons prosecuted for political reasons.

4. *Cooperation with the social partners*

Under Decree No. 860/1992, an office for the relations with employers' organizations and trade unions has been created within the Government apparatus.

II. *The situation of the gypsies*

The census of January 1992 shows that the number of gypsies is 409,723 (representing 1.8 per cent of the population). With respect to the 1977 census which certified a number of 227,398 persons of gypsy nationality, their number has increased by more than 80 per cent, while the population has only increased by 5.6 per cent (22.8 million persons). According to the concept and the practical action of the Government, the gypsies are not and cannot be considered as marginalized. There has not been and there are no legal provisions which would hinder, in any way, the access for children of gypsies to education, or which could generate any kind of discrimination. An opinion poll which was recently undertaken by the Romanian Academy — the Institute for the Quality of Life — has provided evidence of the following aspects concerning the school education of gypsies: 71.4 per cent of the men and 64.5 per cent of the women know how to read.

The employment situation:

- Men:
  - 38.5 per cent – wage earners
  - 25.4 per cent – individual activities
  - 22.3 per cent – unemployed
  - 7.6 per cent – retired
  - 2.1 per cent – employers
  - Approx. 5 per cent – other activities
- Women:
  - 70.8 per cent – unemployed
  - 15.6 per cent – wage earners
  - 8.4 per cent – individual activities
  - 4.8 per cent – retired
  - 0.4 per cent – other activities
- Qualifications of the adult population:
  - 79.4 per cent – unqualified
  - 16.1 per cent – modern occupations
  - 3.9 per cent – traditional occupations
  - 0.6 per cent – other activities

The increase in unemployment has touched the gypsy population. The dissolution of the agricultural production cooperatives has led to the dramatic decrease in employment (the majority of gypsies had no land and those who had land have sold it). At the same time, the almost "officialized" theft of agriculture property of the State is no longer possible under the new statute of the property of the land. The level of qualification of the gypsy population is reduced. The majority of men is unqualified, as can be observed from the above statistics. Non-participation in education is increasing at a significant rate in the present children's generation. The low level of school tuition influences ocupational training and, consequently, employment.

The following measures have been taken to ensure a better integration of the gypsy population and to permit it to exercise fully its minority rights:

- on 6 April 1993, a Council for the National Minorities was constituted, whose aim is to establish relations with the legally constituted bodies of national minorities, including those of the gypsies;
- within the Ministry for Culture and Tuition, specialized departments have been set up exclusively for the problems of the national minorities;
- within the Ministry for Labour and Social Protection there is a programme for the social promotion and the resolution of labour problems of gypsies. A draft Government Decree to implement the programme has been put forward;
- four times a week, the national television broadcasts the programme "Together" for the national minorities, other than those for the Hungarian and German minorities, who have their own programmes;
- Gypsy publications (Aven Amentza and Romane Divana) and mixed daily newspapers are published in numerous towns — Bucarest, Slobozia, Sibiu, Timisoara;
- the "Gypsy Centre for Social Intervention and Studies" has been established in Romania as a subsidiary of the public cultural establishment "Rromani Baht" (with headquarters in Warsaw);
- measures have been taken to train gypsy children who, at the end of their studies, will work as primary school teachers in the communities in which gypsies are most numerous;

At the same time, intensive efforts are being undertaken to set up an establishment for gypsies in Bucarest in order to resolve their daily problems. This idea has also been presented at the international seminar in Snagov (29.04.-02.05.1993) concerning social policies in the daily life of the gypsy communities in central and eastern Europe. On this occasion, the President of Romania, Mr. Ion Iliescou, in his message to the participants of the seminar, expressed his appreciation of this idea, considering that it was very useful for the resolution of the gypsies' problems.

III. *The situation of employed women in Romania*

In Romania, respect of the provisions of the Convention for women is ensured through legislation as well as through its application in practice. The results of the policy on equality of opportunity and treatment of women in employment may easily be deducted from the development of the economic process and from the statistical data concerning the employment of women.

1. *Legislation*

Equality of opportunity and treatment of women in employment and occupation constitutes a part of the fundamental principle of equality of rights, assimilated in Romanian law through international treaties ratified by Romania (articles 11(2) and 16 of the Constitution of Romania):

Art. 11(2) Treaties ratified by Parliament in accordance with the law are part of the internal law.

Art. 16(1) Citizens are equal before the law and the public authorities, without privileges or discrimination.

Equality of opportunity and treatment for women in employment matters is reflected in the following ways:

(a) The right to work. Access of women to employment and occupation

Article 38 of the Romanian Constitution stipulates that the right to work may not be limited, the choice of profession and of job is free. In Romania, every person, regardless of sex, is free to choose the activity he or she wishes to pursue.

The provisions of the Constitution are completed by the provisions of Act No. 30 of 15 November 1990 respecting the hiring of workers with regard to their competences. Section 2 of this Act states that any discrimination during the hiring of workers for political, ethnical, religious, age, gender and material reasons is forbidden by law. This provision once again confirms the equality of opportunity and treatment in employment between women and men, i.e. that during the hiring of workers any discrimination is forbidden. Competence is the sole criterion to be observed during the hiring of workers in posts in the state institutions, administrative bodies and any other budgetary units. In other enterprises and autonomous bodies, employment is undertaken according to specific criteria, but in strict observance of section 2 of the above Act. It is stressed that in this case a worker may not be taken on in a discriminatory manner, but only within the limits of Article 1, paragraph 2 of Convention No. 111.

(b) Terms and conditions of employment

Equality of opportunity and treatment between women and men, as far as payment and social protection are concerned, is stipulated in article 38 of the Constitution which states that (2) Wage earners have a right to social protection. The measures of protection concern safety and health, work of women and young persons, minimum salary, weekly rest, annual leave, work in difficult conditions and other particular situations; and (4) For work of equal value there is equality of payment between the male and female workforce.

(c) Vocational training

Being founded on the right to tuition at all levels, there is real equality of opportunity and treatment between women and men in all categories of vocational training and qualification. Article 32(1) of the Constitution states that the right to tuition is ensured through compulsory general and secondary schooling, through vocational training and higher education, as well as through other instruction and further training.

2. *The situation of the female workforce in Romania*

(a) The evolution to date

In Romania, the female workforce has undergone a similar evolution to the evolution on the international labour market. Women want to and have to work for a good part of their lives. Thus, the percentage they represent in the active population has continually increased. In the last decades, two important factors have contributed to the increase of the number of wage-earning women: the upward tendency of the economy, particularly the industrial development and migration from village to town, in which an important number of women is included. Until 1989, the number of wage-earning women had continually increased, as well as their proportion among the total of wage earners and among the entire active population. In 1985, in an active population of 10,586,100 persons of which 7,689,300 were wage earners, women wage earners represented 39.4 per cent of wage earners. In 1990 this figure was 41.8 per cent and in 1991 it was 42.3 per cent. In Romania, women have gradually penetrated all sectors and occupations of which quite a number was exclusively reserved to men. A still increasing number of women have found themselves in posts of high qualification, with responsibilities and the power to take decisions. Women predominate in certain branches of the economy. This, however, is linked more to specific aspects of such activities, which are more appropriate to women's work, than to a deliberate limitation concerning the occupations in which women work. It may be seen from the statistics concerning the year 1991 that salaried women represent a more important proportion in health services and in social assistance (72.8 per cent), in teaching (68 per cent), in financial and insurance institutions (71.9 per cent), in tourism, hotels and restaurants (67.3 per cent), in commerce (58.6 per cent) and in the manufacturing industry (46.9 per cent). In absolute figures, the manufacturing industry has the highest participation of salaried women (1,472,800 wage earners in 1991). One explanation for this is that until now the manufacturing industry was the dominant economic sector, and it is only now that the service sector is going to develop strongly.

(b) The actual crisis and the decrease in the female workforce

Unemployment was not existent in Romania until 1990. During 1992 and the first months of 1993, it saw an explosive growth, becoming a large-scale phenomenon (presently 1,060,000 unemployed). The female workforce is hardest hit by this phenomen. The reasons are of an objective nature and they comprise mainly: the reduction of employment during the present transition to a market economy and during the structural reform which resulted in a market decrease in production; and the necessary restructuring of industry, especially in inefficient branches and enterprises, with the effect that the female workforce of these units has been touched by the massive dismissals that have occurred. For these reasons, more than 60 per cent of the unemployed are women.

(c) Perspectives for re-integration of the female workforce into work

It is considered that in the framework of the solutions and the measures taken by the Romanian Government to reduce unemployment, women have a special and somewhat favourised position. This fact is confirmed by the process of requalification. In 1992, two-thirds of the unemployed who have participated in courses of vocational training were women, in professions that were specific to them (knitters, tailors, saleswomen, secretaries, etc.). The chances of re-integration of women in employment are very high, especially in view of the development of the service sector — which so far was not very developed — and into which women may integrate more easily. It must be taken into account that in Romania the female workforce has received extensive school instruction.

In addition, a Government representative affirmed his Government's commitment to implement ratified ILO Conventions. He further stated his Government's awareness that much remained to be done to create a new society in Romania. Despite the adoption of new laws, the actual situation was more complex than the current legal standards. Transition to a market economy involved many complicated problems. Economic reform policies and the decrease in productivity of labour had resulted in distortions in the national employment programme and in the population's income. His Government was also concerned by the rapid growth in the unemployment rate which was affecting a large number of young people and women. His Government planned to make a big effort in education and training, as well as in the retraining of the unemployed, as a way firmly to combat unemployment. Agreement had been reached following tripartite negotiations and consultations at the beginning of May 1993 on the national minimum gross wage, on the institutional framework for facilitating relations between workers' and employers' organizations and the Government, on the establishment of a budget ensuring a decent standard of living and on the machinery for fixing minimum wages. The Government was also instituting a tripartite committee on social policy to conduct tripartite consultations and manage various social and labour matters. With regard to the elimination of various forms of discrimination, he recalled the recent creation of the Council for National Minorities. This Council had the fundamental objective of giving priority to relations with organizations of national minorities, the respect for laws dealing with equality of rights of all citizens, as well as the recognition and the guarantee of the rights of peoples belonging to national minorities, in particular with regard to the preservation, development and expression of their ethnic, cultural, linguistic and religious identity, as guaranteed in the Constitution of Romania and the international treaties to which Romania was a party. With respect to instruction in the various native languages, 2,831 such centres, representing 9.9 per cent of the facilities for education in Romania, were currently organized constituting an increase of 683 centres compared with the figures for 1989. A law had recently been adopted relating to reparations for discrimination suffered by persons persecuted for political reasons. This law provided for a monthly non-taxable compensation, as well as free assistance and medicine supplied by the health services of the State. The Parliament approved such reparations provided for in the law, even though the amounts involved were more symbolic, in order to remedy the situation of persons concerned who only had access to poorly remunerated jobs and insufficient pensions calculated on the basis of such remuneration and resulting from the errors committed by the previous Communist authorities.

The Employers' members thanked the Government representative for the information provided to this Committee. They recalled the long history of this case which had previously been the subject of a special paragraph of this Committee's report as well as the subject of a Commission of Inquiry. It involved different aspects of the Convention, namely discrimination on the grounds of political opinion, social origin, national extraction and race, as well as dissemination of information to promote equality of opportunity and treatment in employment, women workers, etc. Among the various information provided the most important, in their view, as far as the work of this Committee was concerned was the formation of a Council for National Minorities having four objectives, in particular the preparation of draft legislation aimed at eliminating the various cases of discrimination referred to by the Committee of Experts. They requested the Government representative for confirmation in this regard. They also requested the Government representative to inform this Committee about the progress made by this Council and when draft legislation could be expected to be adopted. Referring to some five different requests for information made by the Committee of Experts, they urged the Government to provide replies on those points so as to enable that Committee to assess Romania's compliance with this Convention.

The Workers' members agreed with the Committee of Experts that the discussion of this case should be pursued in the context of the recommendations made by the Commission of Inquiry regarding this Convention. They noted that the premises of these recommendations had guided to a large extent the legislative changes recently adopted in Romania. In fact, the report of the Commission of Inquiry had indicated the essential prerequisites for the transformation of an autocratic State to one governed by the rule of law. The Workers' members were, however, of the opinion that it was particularly necessary to apply these recommendations in practice, as indicated by the Committee of Experts on many previous occasions. They further emphasized the need to implement the prohibitions of direct or indirect discrimination based on ethnic, political or other grounds, in view of the fact that in practice discriminatory attitudes were still often encountered despite the efforts of the Government. The Workers' members drew the Government's attention to the need to take measures to compensate victims of discrimination. They regretted the fact that they did not have information regarding the situation of women and therefore supported the request of the Committee of Experts addressed to the Government to supply such information. While noting the progress made since the report of the Commission of Inquiry, the Workers' members considered that decisive government action was necessary so as to ensure compliance with the Convention by the Government, enterprises, authorities responsible for the judicial system and all institutions of the country, and this with respect to every individual. They urged the Government to take the necessary measures and provide detailed information in this respect.

The Workers' member of Romania shared the concern expressed by the Committee of Experts which stressed the need to take the necessary measures to eliminate certain practices inherited from the previous regime which gave rise to doubts about the functioning of an impartial system of justice. The recommendations of the 1991 Commission of Inquiry were still relevant today. He also stated that the laws drafted since 1991 with regard to collective agreements and the settlement of disputes had only partially succeeded in creating real social dialogue in both public and mixed enterprises. Many cases of discrimination were still encountered, in particular in enterprises where the situation was marked by a management with inherited management practices. Moreover, in some enterprises collective agreements were implemented in a discriminatory way with respect to the members of the various trade unions by favouring, in particular, house unions over independent ones. In some enterprises managed by technocrats of the old regime, members of independent trade unions and women were dismissed before all others. Even though workers who were victims of such dismissals could have recourse to the law, the time such procedures took and the lack of impartiality on the part of the tribunals made this option infrequent.

The Government representative stated that he had taken due note of the various statements made. He recalled that his Government had adopted a very important law on labour and social security matters. He acknowledged that there was still a discrepancy between the law and current practice. He further stated that all the measures taken by his Government took into account the recommendations of the Commission of Inquiry.

The Committee took note of the information provided by the Government representative, in particular those relating to the implementation of the recommendations of the Commission of Inquiry established to examine the complaint made under Article 26 of the ILO Constitution. The Committee noted with interest the measures taken to eliminate discrimination in employment and in training based on political opinion, religion, race, sex, national extraction and social origin. The Committee trusted that the Government's next report would contain the other information requested by the Committee of Experts so that, at one of its future sessions, this Committee could take note of the energetic measures taken by the Government and the progress made in law and in practice so as to ensure the full application of the Convention. The Committee trusted that the recommendations of the 1991 Commission of Inquiry would be fully applied in the near future and that both the Committee of Experts and this Committee would be in a position to note real progress in this matter.

Saudi Arabia (ratification: 1978). A Government representative stated, with respect in particular to the first point of the observation of the Committee of Experts that the provisions of the Islamic law (the Shariah) constituted the highest law and were the source of all the legislation. They constituted the written Constitution which called for equality in all areas of life without any discrimination on any grounds. The principles were promulgated in particular in the educational curricula and through mass media means.

Concerning section 160 of the Labour Code, referred to by the Committee of Experts in the second point of its observation, the Government representative stated that non-mixing of men and women in the workplace did not have any incidence on the rules concerning equality of opportunity and treatment in employment and occupation, because in the conditions of employment and in the choice of occupation this non-mixing of men and women arose only after the recruitment. The women were admitted to occupations that were in conformity with their nature. All occupations were open to them, but the employers were required to ensure that men and women did not actually work together in the workplace. It was a linguistic or semantic problem which made the Committee of Experts state that the choice was being made for women rather than by women. This measure was inspired by the current Islamic traditions aimed at protecting the honour and virtue of women. The repeal of this provision was out of the question. He thought that it would not be appropriate to apply the same rules and points of view to his country, which had a Constitution founded on Islamic law, as to the countries founded on positive law. It would be appreciated if a member of the Committee of Experts would have qualifications in Islamic law. Concerning the third point on equality in the area of vocational training, he recalled that the law of 1988 clearly stated that equality in employment was important. The Committee of Experts, however, had misinterpreted the Government's reply on this matter. The Government had supplied information on the vocational training. Concerning the points 4 and 5, he stated that the list of dangerous occupations could be supplied only after it had been adopted. Concerning the professions of doctors and judges, there was no institute for the training of doctors and this was learnt on the job. In relation to statistics referred to by the Committee of Experts, he stated that his Government considered it necessary that account be taken of the fact that, in his country, women were not obliged to work because the Shariah set out the obligation on the head of the family to provide for the needs of the spouse and the family.

The Workers' members noted the appeal made by the Government representative for dialogue in this Committee, but queried whether this would be possible if the Government continued to reply, each time there was a query as to the application of the Convention, that the measures were in conformity with Islamic law. Nor did a criticism of the Committee of Experts for not having an expert in Islamic law really help the Government's case, as the Committee's job was simply to know the Conventions and to examine any laws which might affect their application. Furthermore, they recalled that a member of the Committee of Experts was from Kuwait. Article 3 of the Convention required not only that the legislation be in conformity with the Convention, but also that the Government promote educational programmes designed to secure the acceptance of a national policy of equality of opportunity and treatment. In Saudi Arabia, however, there existed certain provisions which jeopardize such equality. For example, section 160 of the Labour Code provided that "in no case may men and women co-mingle in the place of employment". A law which prevented men and women from working together was likely to imply a measure of inequality. Yet, the Government representative had indicated that this provision could not be repealed because it was in conformity with Islamic law and had repeated that women should only occupy jobs which suited their nature and were not contrary to the traditions of the country. The Workers' members stressed that, in accordance with the Convention, women should have the right to take up any type of employment. The situation in Saudi Arabia appeared to restrict women from such opportunities. Despite the cultural and religious arguments put forward by the Government, there was no doubt that the above provision led, in practice, to discrimination against women in employment. As concerned vocational training, women could only receive training in the occupational activities which would interest them most as wives and mothers. The training made available to women, therefore, was in the areas of nursing, the health sector, sewing and teaching. The Workers' members referred to the 1988 General Survey on Equality in Employment and Occupation of the Committee of Experts which indicated that archaic and stereotyped concepts with regard to the roles of men and women were at the origin of types of discrimination based on sex and occupational segregation according to sex which led to the concentration of men and women in different occupations and sectors of activity. They recalled that, in order to understand fully the situation in the country, the Committee of Experts had requested the Government to provide statistics on the number of women having access to training for the occupations of doctor and magistrate, but noted that such statistics had not yet been made available. They expressed concern at the circular logic of the Government which restricted itself to arguing simply that Islamic law was applied and did not permit discrimination. The Committee of Experts, however, had concluded, after examining the legislation, that certain provisions were in conflict with the Convention. The Workers' members recalled that the Government had ratified this Convention of its own free will and they urged the Government to supply practical information to the Office so as to support its claim that there was indeed equality of opportunity and treatment between men and women.

The Employers' members noted that the major difficulty in this case was the fact that the Government took the position that the Convention should be compatible with Islamic law and not vice versa. The Government representative had also declared that there was no discrimination in his country. Yet, in contrast, the Labour Code contained a provision whereby men and women were not permitted to be together in the place of employment. They considered that this case was quite urgent since the measures concerning vocational training and employment were clearly discriminatory. It was difficult to have a dialogue when the viewpoints were so vastly different. Yet the Government had voluntarily ratified the Convention and thus assumed its obligations. They, therefore, expressed the hope that the Government would take the necessary measures so as to eliminate the discrepancies in the application of the Convention.

The Workers' member of Greece noted that the problems raised in this case were both of a legal and a philosophical nature. With respect to the legal points, it was very clear from the comments of the Committee of Experts that the provisions of the Convention were not applied. As concerned the philosophical aspect of the problem, he queried whether the Koran actually provided that only men could decide what women should do. He stressed that, as had been said before in this Committee, one could believe in one God without having to discriminate against others.

The Committee took due note of the fact that, according to the Government, Islamic law (Shariah) respected full equality of treatment and opportunity. The Committee also noted that the Government was of the opinion that section 160 of the Labour Code, which prohibited work involving co-mingling of men and women, did not violate the Convention since the application of the Convention should be viewed from the standpoint of Islamic law, as well as the culture of the country; that as concerned activities which were dangerous for women, draft legislation had already been prepared and a copy would be supplied; and that in Saudi Arabia, women did not need to work, being in a position to devote themselves to their families. The Committee was of the opinion that the Convention should be applied regardless of the religion which prevailed in a particular country. The Committee also recalled that one member of the Committee of Experts was a national of Kuwait and that in other countries where Islamic law (Shariah) was applied this did not prevent application of the Convention. The Committee pointed out that, with regard to article 160 of the Labour Code, it was not a question of men mingling with women but of permitting women to have access to workplaces where men were also working, in a situation where there was equality of opportunity. As concerned vocational training, the Committee considered that women should have the same opportunities as men in order that women would not be excluded, de facto, from certain occupations. The Committee asked the Government to supply the information requested by the Committee of Experts in order to show that, both in law and in practice, equality of opportunity and treatment existed between men and women as required by this Convention, voluntarily ratified by Saudi Arabia. Finally, the Committee urged the Government to put into practice the willingness for dialogue, which was the tradition of this Committee.

Convention No. 118: Equality of Treatment (Social Security), 1930

Central African Republic (ratification: 1964). A Government representative stated that during the discussion of this case in 1992 his Government had declared itself ready to make the necessary changes in the legislation, and contacts had been established for this aim with the ILO Department on Social Security. Notwithstanding the social upheavals preventing the proper functioning of the administration, the Government was actively preparing the draft texts. It was not known, however, when these texts could be submitted to Parliament, dissolved a year ago, with elections scheduled for 17 October 1993. The Government would like to benefit from the ILO technical assistance in the elaboration of the necessary amendments. Referring to the difficulties encountered in the application of the Convention stemming from the fact that neighbouring countries had not accepted obligations under branch (g), he indicated that the Government was seeking to conclude reciprocity agreements even if the Convention in providing reciprocity was self-sufficient in this respect. When more countries would accept obligations of the Convention for branch (g), there would be fewer problems of application for his country.

The Employers' members recalled that the Committee of Experts had been making its comments since 1968, and that this case had been already discussed in this Committee in 1991 and in 1992. Referring to the Committee of Experts' observation concerning benefits to be paid in case of residence abroad, under Article 4, branch (g) and Article 5, branch (d) of the Convention, they took note of the general intention of the Government to respect its obligations and of the contacts pursued with a view to obtaining technical assistance from the Office. In relation to the dissolution of the Parliament, the Employers inquired whether certain modifications could be made by way of the administrative decisions, as the Government should respect its obligations.

The Workers' members supported the statement of the Employers' group. Noting the information given by the Government, they considered that it should provide further information on the concrete problems mentioned in the observation of the Committee of Experts.

The Workers' member of Senegal considered that this problem concerned taking into account the demands of workers in the context of migration at the level of the continent. The framework of negotiations between States to that end existed, but there was often a lack of political will on the part of the governments.

The Workers' member of the Central African Republic stated that since the beginning of the year the troubles had calmed down, the people had resumed work and the Labour Department functioned properly. He asked whether the report requested by the Committee of Experts had been communicated by the Government.

The Government representative repeated his statement according to which the provisions would be adapted in line with the request of the Committee of Experts. The ILO assistance would permit acceleration of this process.

The Committee took note of the information submitted by the Government to the effect that the situation remained virtually unchanged since the case was last discussed in 1992. The Committee also took note of the fact that, according to the Government, everything depended on the new Parliament resuming its work and that the Government would favourably accept technical assistance from the Office to develop the final version of the legislation. The Committee also noted the difficulties faced by the Government stemming from the fact that neighbouring countries had not ratified the Convention, which was based on reciprocity. The Committee hoped that the Office would be able to provide the technical assistance requested, and that the Committee of Experts and the Committee would be able to note progress when examining the next report to be submitted by the Government.

Iraq (ratification: 1978). A Government representative indicated that the comments of the Committee of Experts had not reached the Government and had been received only upon arrival at the Conference. He stated that section 38 of the Workers' Pension and Social Security Law No. 39 of 1971 guaranteed Iraqis as well as Arabs and foreigners covered by this provision, living abroad, the receipt of invalidity, old-age and accident benefits in accordance with the following: for Iraqis, the benefits were paid if they had left the country legally; nationals of other Arab countries received these benefits after the end of their service in Iraq or after their death, if their heirs did not reside in Iraq; for non-Arab foreigners, benefits were payable on a basis of reciprocity with their countries of origin. He believed that these regulations did not constitute restrictions on benefits and were not at variance with the provisions of the Convention. However, the Government would endeavour to find solutions. Problems were related to lack of foreign currency earnings because of the economic embargo.

The Employers' members, recalling that the Government had failed to report and that the Committee of Experts' comments had been known to the Government for a long time, stated that they could not accept the excuse given by the Government representative of not receiving the comments in time. The restrictions placed on social security benefits for Iraqi nationals living abroad, as well as for persons of other nationalities, under the corresponding legislation of 1971 and 1978 were not in conformity with the Convention. The Government's statement did not clarify the situation and was contradictory as the Government considered legislation to be in conformity with the Convention while stressing that certain efforts were necessary to resolve the question. In view of the large number of persons who had left Iraq in the course of 1990 this question was not just theoretical but had a great practical significance. As concerned difficulties created by the embargo, the Employers' members considered that these issues were not relevant to the Convention. Since the Government had long failed to react to the comments of the Committee of Experts, they insisted that in the near future a detailed report be supplied for examination by the Committee of Experts.

The Workers' members supported the comments made by the Employers' members. Law No. 39 of 1971 and Instruction No. 2 of

1978 were not in conformity with the Convention and the Government should look again at the texts. The problem of the protection and the provision of pensions to foreign nationals living abroad was closely related to wages of foreign nationals under Convention No. 95, the application of which had been discussed by the Committee in 1992. Last year the Government representative had stated that they were entering into bilateral arrangements with some countries to deal with the problem of wages. The Workers' members considered that similar bilateral arrangements could, perhaps, be concluded with other countries in respect of pensions as well. They asked the Government to look at the possibility of inter-country relationships in order that pensions earned both by Iraqi citizens and foreign workers be paid to them promptly, in accordance with the Convention. The Government should study the matter again and provide the necessary information to the Committee of Experts.

The Workers' member of Kuwait, referring to the Government's statement in relation to the economic embargo, stated that no benefits and pensions had been paid to Egyptian workers who worked in Iraq since 1988 when there had been no blockade. As mentioned by the Employers' members, the Government's declaration was contradictory.

The Workers' member of Greece asked whether the Government was disposed to conform with the requirements of the Convention and to pay the arrears due to foreign workers who had left Iraq. In the name also of the Workers' members of Spain and Italy, he suggested that the Government of Iraq could formulate a request to release the funds blocked under embargo measures, so as to pay the pensions to workers who might depend on them for their survival.

The Government representative repeated that there was no contradiction between the legislation of 1971 and the provisions of the Convention. The conditions imposed by the law were simply intended to regulate the system. However, the Government was anxious to be in conformity with the Convention and would be studying the provisions of its legislation to see whether it could be brought into even better conformity with the Convention. As concerned benefits paid to workers who had left Iraq following 1990, this matter had been discussed in 1992 and, after studying the claim put forward by the Confederation of Egyptian Workers, the Government had stated that it was prepared to export petroleum in reimbursement of the international obligations it had towards those workers. There was a serious determination on the part of the Government to pay all that was due to these Egyptian workers. There were more than a quarter of a million in the country at present and all their rights were protected under the legislation. Benefits would be paid after the blockade was lifted.

The Workers' member of Greece stated that foreign workers who had left Iraq were not responsible for the war or its consequences and should not be held hostage of the situation, and that the Government should do everything to pay these workers.

The Government representative repeated that all economic transactions were now made impossible.

The Committee took note of the information provided by the Government representative and regretted that the report due had not been provided in order to verify the application of Article 5 of the Convention, under which payment was to be made abroad of certain benefits to nationals of countries that had accepted the obligations of the Convention, as well as to Iraqi nationals who had left the country. The Committee trusted that the Government would urgently submit the appropriate information so as to enable the Committee of Experts and this Committee to verify that Iraq fully complied with this basic provision of the Convention.

Convention No. 119: Guarding of Machinery Convention, 1963

Central African Republic (ratification: 1964). A Government representative pointed out that the legislative texts provided for the establishment of the medical labour inspection entrusted with the supervision of questions related to the guarding of machinery, hygiene and safety at work. This inspection was not, however, capable of functioning in practice, due to the lack of personnel and equipment resources. After the death of the sole medical labour inspector, its functioning was ensured by one senior health technician and one chief of the Safety and Health Service, who collaborated with the Social Security Department by providing advice and preparing the minutes of proceedings. The Government had asked the Office for assistance with a view to providing training of a general medical practitioner in the work health service, and the equipment necessary for the functioning of the health inspection. He also indicated that the Committee on Safety and Health at Work did not have the means to function.

The Workers' members recalled that this case had been examined by the Committee of Experts for a number of years, and had been discussed in this Committee in 1991. No report had been communicated for the examination by the Committee of Experts. The Government had referred to administrative difficulties, but in the discussion in 1991 the Government representative had indicated that texts had been prepared and submitted to the competent authorities for adoption. The Workers as well as the Employers had expressed their preoccupation with the long delay in settling the problem, in view of the importance of the application of the Convention for the safety and health and for the life of the workers. They insisted that the Government take the necessary measures to settle the problem, and communicate a report on the application of the Convention in due time.

The Employers' members supported the statement of the Workers' members. Referring to the previous statements of the Government, according to which the designation of the dangerous machinery or parts of machinery could be done in a decree, they considered that this designation could be done by an administrative decision and did not require the participation of a medical practitioner.

The Workers' member of the Central African Republic stated that numerous decrees had been adopted and that the list of dangerous machinery could also be adopted through a decree. In the absence of this list, he referred to the difficulties encountered by the forest workers as well as by the workers in pottery plants to prove their requests or complaints in case of accident. The Committee should insist that the Government adopt a decree and provide its text.

The Government representative stated that the Government would re-examine the question to determine at what stage of procedure the text actually was.

The Committee took due note of the oral information provided by the Government representative, and recalled that this case had been the subject of comments by the Committee of Experts for more than 15 years and had been discussed eight times by the Conference Committee between 1978 and 1993. The Committee regretted to take note with concern of this situation, as well as of the administrative and financial difficulties mentioned by the Government. The Committee also took note of the contacts established by the Government with the Office in view to provide training of a specialist in industrial medicine. The Committee once again observed that no progress had been made in the application of this Convention vital for the safety, health and life of workers. The Committee urged the Government to take without delay the necessary measures so as to implement the provisions of the Convention and thus ensure the protection of the physical integrity of workers afforded by this Convention. The Committee hoped that the Government would soon supply the report requested and that the Committee of Experts and the Committee would be able to take note of real progress in the near future.

Convention No. 122: Employment Policy, 1964

New Zealand ratification: 1965). A Government representative reiterated her Government's commitment to generating sustainable employment opportunities. In her view, the best way to do this was to create and maintain an economic environment conducive to sustainable economic growth. The thrust of the Government's economic policy had been to improve the international competitiveness of New Zealand firms as a means of creating new and sustainable jobs for New Zealanders. There was strong evidence, acknowledged by international commentators, that this export-led economic recovery policy was working. Despite the inevitable lags before the full benefits of such reforms were seen on the labour market, New Zealand could now report an aggregate employment growth of almost 1 per cent in the last 12 months up to March 1993 and that full-time employment had grown by 2.3 per cent over the year. After peaking in December 1991, the number of unemployed had fallen by 8 per cent. The unemployment rate now stood at 9.9 per cent, down from its peak of 10.8 per cent in December 1991, approximately the median of OECD countries. The high incidence of unemployment amongst some ethnic groups, the young and the under-qualified continued to cause concern, as did the growth in the number of people who had been unemployed for six months or more who were considered to be the long-term unemployed. To address the needs of these groups, the Government had developed a broad range of active labour market initiatives targeted particularly at these groups with a view to increasing their likelihood of gaining access to employment through work experience projects, employment subsidies for the long-term unemployed and through the implementation of a cohesive strategy designed to facilitate appropriate skill development for all New Zealanders. With regard to monitoring measures to promote full, productive and freely chosen employment (Article 2 of the Convention), referred to by the Committee of Experts, the Department of Labour closely monitored both the general labour market situation and the effectiveness and appropriateness of the active labour market policies established to assist in achieving these goals.

With regard to the Committee of Experts' concern at the lack of formal consultation machinery between the Government and representatives of employers and workers, the situation varied according to the nature and structure of the policy initiatives at the time. The Government initiated discussions with both employers' and workers' organizations on a variety of different matters of mutual interest. By way of example of such consultations, she cited the case of the "Enterprise Council", a small informal advisory body established by the Government and convened by the Prime Minister, composed of members from a wide range of sectoral interests including the business community, educational institutions and unions, chosen in their individual capacity based on the contribution they were able to make. The Council met regularly, about every two months. One early matter discussed was the question of employment and employment policy discussed by the Council in May 1992. A second example concerned the Government's Community Task Force Programme, which provided work experience for disadvantaged jobseekers. Delegations from the Council of Trade Unions and the Employers' Federation were consulted and their concerns addressed. A third example was the development of possible changes to the criteria for the Taskforce Green programme, which provided paid work experience to disadvantaged jobseekers. Employers' and union groups were specifically consulted, as a result of which one proposal was dropped and a second new proposal introduced. A further example was the Community Employment Group of the Department of Labour, which operated in a consultative manner with community organizations, including local workers' and employers' organizations so as to facilitate the development of local employment and enterprise opportunities.

In the area of training, the Ministers of Labour and of Education recently commissioned a consultative committee, chaired by the chairman of the Education and Training Support Agency and having members from the Employers' Federation and the Council of Trade Unions to report on the possible blockages to the achievement of the Government's Industry Skills Training Strategy and to seek means of overcoming them. The majority of the recommendations made by the committee were considered and acted on. In addition, the Ministers of Employment and of Labour met from time to time with representatives of the New Zealand Employers' Federation and the Council of Trade Unions to discuss matters of mutual interest. In conclusion, the Government had consulted, and would continue to consult, on a regular basis with the employer and employee organizations and others who were affected by the policy changes, but it would take the final decisions.

The Workers' members had learnt from the information given by the Government that in the last few months unemployment had gone down slightly in New Zealand. Nevertheless, the employment situation had deteriorated in the last few years as was pointed out by the Report of the Committee of Experts. The Experts stressed that unemployment had reached 9 per cent of the population and affected particular categories of people such as the young and ethnic minorities. In this respect, the distribution of unemployment among the various groups of people and the risk of marginalization or exclusion of some of these groups was creating concern. The Experts also emphasized the growth of involuntary part-time work. In light of the gravity of the situation and despite the Government's declared adherence to the goal of full employment, unemployment continued to be the country's main problem. The Workers' members expressed their doubts about the Government's real commitment to the goal of full employment and to the Convention. The Convention did not allow for employment to be considered as one of many adjustment variables, yet in New Zealand unemployment seemed to be seen as an inevitable cost of adjustment. Moreover, the goals of the Convention applied not only to the ministers responsible for employment agencies and vocational training, but also to those responsible for employment, labour, economic and budgetary matters, as well as to those responsible for monetary policies and to the Government as a whole. The Workers' members considered that this should not mean that the budgetary problems faced by a given country could be ignored. However, a policy that resulted in directly or indirectly marginalizing a category of the population and affecting its weaker elements was not in reality in conformity with the Convention's basic objective of attaining social justice through the right to work. The Workers' members expressed their doubts as to whether the Government was doing what was required to attain this prime objective of the Convention.

Regarding tripartite consultations, the Report of the Committee of Experts seemed to indicate that social dialogue and tripartism were disappearing throughout the different levels of society. In their view, this was the worst possible obstacle that might arise in the application of Article 3 of the Convention, as cited in paragraph 57 of the Report of the Committee of Experts. The Experts also made comments on the Employment Contracts Act No. 22 of 7 May 1991 which abolished the existing machinery for national consultation. The Workers' members considered that there is was a very big difference between possibilities or occasions for having some contacts and the existence of machinery that ensured that real consultations and structured social dialogue take place as required by Article 3 of the Convention. In light of the 1991 legislation abolishing such a possibility, the Government should have established more effective procedures if it considered the pre-1991 machinery to be have been unsatisfactory. The Workers and the Employers had expressed their support in the general discussion for the Experts' views on the importance of consultation and of tripartism. According to the Workers' members, broad social dialogue was a prerequisite to an effective employment policy or even vital for successful structural adjustments. They noted, however, that it was in regard to this last point that difficulties persisted.

The Employers' members recalled that the Experts had been making comments on this case since 1983, but that it was the first time that this Committee was discussing this case. They further recalled the importance of the Convention as it involved jobs, but noted that it was also a very generally-worded Convention setting out important employment policy goals. In reality, there was probably not one policy prescription that would solve all the issues concerned in all countries because of the varying circumstances involved. When this Convention first came into force in 1966, the prevailing economic philosophy was strongly linked to fiscal and monetary policies. Since the 1970s, the world had become a more competitive place and New Zealand, like many other countries, had undergone a substantial amount of structural adjustment to accommodate these rapid changes and suffered unfortunate consequences for disadvantaged individuals with the least amount of formal education and technical training, and requiring particular attention. Today, specially targeted approaches for the benefit of disadvantaged workers, such as skill development schemes, were more likely either to bring individuals into the workforce or to lead to the creation of jobs and reducing unemployment. New Zealand was attempting to do this and seemed successful to some extent. Notwithstanding the comments of the Committee of Experts, these policies were at least moving in the right direction. It was evident that measures to control inflation had the unfortunate consequence of increasing unemployment, at least temporarily, and particularly when compounded by complications of structural adjustment. The Employers' members hoped that more efforts would be made by the Government in this regard.

Turning to the issue of consultations, they thought that Article 3 of the Convention's emphasis regarding consultation concerned not only consultation with workers' and employers' organizations — as was the case with most other ILO instruments — but also with other groups such as disadvantaged groups and community-based groups. It seemed to them that New Zealand was moving more in the direction of meeting the requirements of the Convention, while at the same time not neglecting consultations with employers' and workers' organizations. The problem the Government faced in seeking job creation and dealing with issues of competitiveness, inflation and unemployment were not easy. The Employers' members expressed the firm hope that the Government would continue its efforts in this regard and would soon fully comply with the Convention.

The Workers' member of New Zealand stated that even though his Government had for many years been pursuing firm monetary and fiscal policies aimed at reducing inflation and the public debt accompanied by major structural reforms, the current unemployment rates were particularly high and between June 1990 and June 1992 attained an increase of 36 per cent. Although there had been some minor but positive changes in recent months, official statistics revealed that there were 2,000 jobs less than two years ago, a reduction of 3,300 full-time jobs by November 1992 and 40,400 jobs less in the last two years. These statistics were consistent with the comments of the Committee of Experts according to which involuntary part-time work had increased. The number of people of working age out of work or not actively looking for work had increased dramatically. The speaker expressed concern at the hidden unemployment which he considered a growing indicator of despair, alienation and family dependency, particularly as the greatest increase in unemployment was among young people and Maori and Pacific Islanders. The New Zealand Council of Trade Unions (NZCTU) shared the views of the Committee of Experts that the Government's priority was the control of inflation and that its commitment to the goals of the Convention was ambiguous. The speaker stated that the legislation governing the Central Bank stipulated that the Bank's sole objective was the achievement of low inflation. There was no mention of employment as an objective, as would be appropriate if it were truly a major goal of the Government as required by the Convention. The Government considered rising unemployment to be an inevitable cost in the short term of its economic adjustment strategy. In this respect, he underlined the interpretive comments of the Committee of Experts according to which employment as simply one of many adjustment variables would be decidedly against the spirit of the Convention. He also considered that the employment programmes cited in the Report of the Committee of Experts and described by the Government representative were insignificant when compared with the macro-economic measures which the Government could reasonably be expected to have in place if it were really pursuing full employment as a goal. The Experts considered that the pursuit of employment policies was indispensable in order to safeguard the fundamental rights of workers as set out in international labour standards and that unemployment had discriminatory side effects, entailed the degradation of employment and working conditions, threatened the free choice of employment and might affect the full exercise of freedom of association and the right to collective bargaining. He stated that these were the effects being experienced in New Zealand. Social welfare payments had been reduced by up to 25 per cent and unemployment benefits were withheld for six months if the worker refused a job offer, left a job voluntarily or was dismissed for misconduct. The Employment Contracts Act of 1991 deregulated the labour market and, inter alia, enabled employers to alter contracts of employment unilaterally, including the reduction of wages and allowances. All these measures seriously undermined workers' security, dignity, freedom to choose and to bargain collectively which were the subject of a complaint pending before the Committee on Freedom of Association, and further eroded the concept of freely chosen employment guaranteed by the Convention.

As regards consulations required by Article 3 of the Convention, the Committee of Experts stressed that consultation with representatives of persons affected was a fundamental obligation on the Government, as was the enlistment of their cooperation in implementing such policies. No such consultation took place in New Zealand. He considered that Article 3's terms clearly contemplated structured tripartite consultation. The Prime Minister's Enterprise Council referred to by the Government representative was not only limited to one worker representative among many employer and government representatives, but was not established as a tripartite consultative structure as envisaged by Article 3. The consultation, to the extent that there was any, was on an informal and ad hoc basis as described by the Government representative. In fact, in passing the Employment Contracts Act into law, the Government repealed the 1987 Act which had specifically provided for tripartite consultation and thus removed formal recognition of trade unions. Unions were not mentioned in the Employment Contracts Act and were now registered as incorporated societies in the same way as sports clubs. Finally, the speaker considered that, by the policies pursued linked with some social measures, the Government had consciously created unprecedented levels of unemployment and used unemployed workers as a tool in its economic policy without any real regard to the consequences in human terms. The NZCTU supported the call made to this Committee by the Workers' members for it to formulate firm conclusions requiring the Government to report next year on the implementation of the provisions of the Convention.

The Workers' member of Japan recalled that the Committee of Experts had examined this case for the last ten years and regretted the deterioration in the situation year after year and the fact that effective measures had not been taken by the Government, despite the recommendations of the Experts. He also noted that some administrative and legislative measures had been taken for the purpose of destroying free trade unions. He further noted the glaring contradictions between the information supplied by the Government representative and the conclusions of the Committee of Experts. He drew the attention of this Committee and that of the Government representative to Article 3 of the Convention, which not only provided for consultations with the social partners and other interested groups in the formulation of employment policies, but also for such consultations to take place during their implementation. These two elements seemed to be absent in the case of New Zealand. He stressed the need for this Committee to urge the Government to take the necessary measures to apply this Article of the Convention fully.

The Workers' member of Canada supported the statement made by the Workers' member of New Zealand regarding the preoccupying situation in the country. He considered the situation to be similar to that which still persisted in several other industrialized countries. As pointed out by the Experts, long-term unemployment had increased, some segments of the population such as women and youth were particularly affected and there was an increase in involuntary part-time work at the expense of full-time employment. Given the fact that the Government considered the increase in unemployment to be an inevitable cost at least in the short term of its structural adjustment policy, he wondered what was meant by "short term" in this context. He considered that the Committee of Experts was correct in once again drawing the Government's attention to Article 2 of the Convention which required the Government to decide on and keep under review within the framework of a coordinated economic and social policy the measures to be adopted for the attainment of the major goal of productive and freely chosen employment.

The Workers' member of India criticized the Government for not consulting the workers' organizations before adopting laws or taking other measures. He regretted that many governments did the same with respect to the reporting obligations to the ILO.

The Employers' member of New Zealand considered that employment was undoubtedly an essential concern of the Government, the workers and the employers. With a view to reducing unemployment, it was necessary to pursue a policy of economic growth. He stated that the Government actively pursued such a policy. He confirmed that various measures to increase employment had been taken. As regards tripartite consultations at different levels, he supported the statements of the Government representative and stated that he himself took part in such tripartite consultations in February 1993 on the implementation of Conventions, during which a formula for continuing consultation was agreed upon and at which all groups expressed their views. He added that the sustained policy of the Government and the consultations with the social partners had produced clear results and that the Convention was applied in reality.

The Government representative of New Zealand firmly rejected the statement of the Workers' member of New Zealand according to which the Government only fought against inflation. On the contrary, had the Government not fought inflation, unemployment would have been higher today. The emphasis placed on the fight against inflation was only one of the elements of the Government's policy for increasing employment. She was of the view that among the wide options available to governments in adopting and pursuing policies for employment, her Government had opted for a set of choices of measurably higher quality, when compared to those of other OECD countries. While she acknowledged that some aspects of the consultation machinery emphasized the formal side and related to wage fixing, the diversity of the means of consultation were, in her view, an appropriate response to the requirements of the Convention. Finally, she reiterated her Government's commitment to implementing the Convention.

The Workers' members shared the views of the Committee of Experts which in their opinion had been strengthened by the information supplied by the Workers' member of New Zealand. As regards Article 3 of the Convention, they noted that there were no real consultations with the workers and requested this Committee to support the two requests made by the Committee of Experts to the Government, namely to supply information on a complete assessment of the measures taken, and on the regular consultation procedures.

The Employers' members considered that the discussion showed that in dealing with the Convention there was hardly a perfect world nor perfect solutions to problems. They requested this Committee to include in its conclusions the point that one could not have job growth without economic development. As regards tripartite consultations, they supported the views of the Workers' members, but preferred the conclusions not to mention that there had not been consultations with the social partners in New Zealand because the facts were not clear on this point. The Employers' members were of the view therefore that this Committee should request further information in order to resolve the facts regarding consultations.

The Committee noted with interest the detailed discussion and was pleased to have had the opportunity to discuss the implementation of the Convention on employment policy in New Zealand. It appreciated the Government's efforts to provide detailed information on the measures adopted in the labour market as part of its applied economic strategy, as well as various other measures implemented. Although the Government was successful with regard to inflation, the public debt and economic competitiveness, it was concerned about the increase in unemployment and about the seriousness of the resulting social problems. Unemployment had doubled since 1988 and despite the improvements in the last few months it still affected 10 per cent of the active population. The Committee hoped that the Government would take into account the comments of the Committee of Experts on the need regularly to review as part of its economic and social policies the measures that should be adopted to promote the goals of the Convention. The Committee, while stressing the importance of social dialogue as indicated by the Committee of Experts, requested the Government to make every effort to give full effect to the provisions of the Convention regarding consultation and cooperation with workers' and employers' organizations and other interested parties in relation to employment policy. It also expressed the hope that it would be able to note progress in the next report.

United Kingdom (ratification: 1966). A Government representative referred to the Government policies for encouraging the growth of employment and for reducing unemployment and to the arrangements in place for consultation. He stated that the Government was firmly committed to pursuing policies which would encourage economic growth and generate sustainable employment. Key elements of this policy were low inflation and elimination of unnecessary regulations. The clear evidence from previous economic cycles showed, however, that during a period of recession special initiatives to increase or maintain employment in particular sectors would be successful, if at all, only in the very short term. Nevertheless, his Government accepted that in order to promote employment it had an important part to play in raising the levels of skills of the workforce and helping the unemployed back to work. A number of initiatives were taken to that end throughout the country. In addition, active labour market measures specifically designed for the unemployed were developed. Besides the normal placement services offered by the Employment Service, the Government would be offering unemployed people almost 1.5 million employment and training opportunities in 1993, which represented the most comprehensive range of help and advice ever made available with a view to improving the quality of opportunities. New measures would introduce 100,000 new opportunities mainly targeted at the needs of the long-term unemployed at a cost of 230 million pounds sterling. He stated that the Government did have, as a major goal, through the policies and programmes mentioned, the achievement of full, productive and freely chosen employment, and therefore was complying fully with the requirement of Articles 1 and 2 of the Convention. Full compliance with the Convention was, however, no guarantee that the policies applied would succeed: developments in employment depended on a variety of complex factors over which States had little direct control. While there were first signs of a recovery in the economy as testified by statistics, it was still too early to assess the strength of this recovery. The Government believed, however, that the conditions were firmly in place for sustained, non-inflationary growth and for improvement in the employment situation.

Responding to the Experts' comments concerning the serious difficulties encountered in establishing tripartite consultations on employment policy measures required by Article 3 of the Convention, he stated that the test of compliance with this provision could not be that full agreement be always achieved. With many interest groups to consult, the Government was bound to be faced with differing views and tripartism did not mean unanimity. While reduction of unemployment and promotion of full employment remained paramount objectives for the Government and both the social partners, there was a continuing difference of viewpoint between the Government and one of the social partners on the way to achieve this. There was a rich diversity of consultative arrangements to seek the views and cooperation of the social partners as well as other interest groups in the employment field, and these arrangements were well used. Both at the national and at the local level there were permanent bodies established on a tripartite basis or representing an even wider range of interests in the employment field. The tripartite Advisory Conciliation and Arbitration Service – an independent statutory body – dealt with industrial relations and their implications for employment patterns, terms and conditions. As regards the health and safety aspects of employment policies, the Health and Safety Commission was the national body representing the interests of the social partners, local authorities and the public at large. It supervised the work of the civil servants in the Health and Safety Executive. Both these bodies were of long standing and had a well deserved international reputation in their respective fields. As regards vocational education and training, much of the implementation of government policy and expenditures at local level were channelled through 82 Training and Enterprise Councils in England and Wales and 21 Local Enterprise Councils in Scotland. These councils included representatives of employers and workers, as well as of other organizations involved, such as local education and voluntary agencies. In the United Kingdom, the institutional arrangements for consultation were constantly reviewed and changed to meet the needs of the current circumstances. Thus, while the Advisory Conciliation and Arbitration Service had been kept, the tripartite Area Manpower Boards had been replaced by the Training Enterprise Councils which now were directly responsible for developing programmes to meet local needs. In the case of the National Economic Development Council, the Government took the view, after consultation, that it no longer reflected the realities of the British economy in the 1990s and that the Government no longer needed to use a separate body of this kind to consult the social partners or other interest groups on issues of economic or industrial policy. Instead, the Government relied on more direct consultative arrangements between particular government departments and industry. It was not the consultation that ceased, but its form. Besides the institutional arrangements, there existed also recognized procedures for consultation in particular areas of policy. The dissemination of publications known as Green or White Papers to employers' and workers' organizations and other interest groups provided the Government with a well accepted means of detailed assessment of its legislative proposals and policy initiatives. At senior level the social partners had access to government ministers. Efforts were also made to seek directly the views of individual unemployed people who usually had no organization to represent them as a basis of developing the Employment Service and measures specifically designed for the unemployed. In this respect a Job-Seekers' Charter set out the standards to achieve, assessed by the Employment Service, through the local customer satisfaction surveys. He concluded by stating that these examples illustrated the variety of ways in which the Government consulted its social partners and other interested groups on issues which affected them in the employment field. The Government believed that this complex of consultative methods, ranging from formal institutional structures and procedures to informal and ad hoc arrangements for particular issues, met the requirements of Article 3 of the Convention fully and flexibly, and should reassure the Committee that there was no basis for concern about consultative arrangements on employment matters in the United Kingdom.

The Workers' members recalled that they considered this Convention to be a priority Convention, coming immediately after the Conventions concerning fundamental human rights since the pursuit of employment objectives was indispensable to the safeguard of human rights. They noted that some people considered this Convention as merely a promotional one, and therefore less important than other Conventions. They recalled, however, that, in the general part of its report, the Committee of Experts had emphasized, on the contrary, the importance of this Convention. They stressed that the Convention imposed two obligations: the pursuit, as a major goal, of an active policy designed to promote full employment; and the obligation, under Article 3, to consult equally workers' and employers' organizations with a view to taking fully into account their experience and views and securing their full cooperation in formulating and enlisting support for such policies. They noted that the Government had not provided on this occasion all of the typical excuses for non-application of this Convention: recession; the control of inflation as a primary objective; the need to get rid of unnecessary regulation; the need to render the nation and its workforce competitive; and finally, the need to flow with the free market and not interfere with its movement by imposing social objectives. The Government had apparently ignored the prime objectives of the Convention: (1) the formulation and implementation of an active policy to promote full, productive and freely chosen employment; and (2) the obligation to decide on and keep under review, within the framework of a coordinated economic and social policy, the measures for obtaining these objectives. They pointed out that unemployment in the United Kingdom was not entirely due to recession, but rather it had been estimated that two-thirds of unemployment was due to economic restructuring. This latter cause precisely demonstrated the failure to apply policies aimed at promoting employment as a major goal. A great deal of unemployment was also due to the destructive search for zero inflation. While one could not argue that the search for low inflation was undesirable, it should not be done at the expense of completely destroying the economy; yet, in this case, this was precisely what was being done. This was demonstrated by the statement made by the former Chancellor of the Exchequer that high unemployment was a price worth paying for low inflation. They noted that there was a general tendency with the philosophy presently applied in the United Kingdom to eliminate any labour standards, including taking measures to place restrictions on trade unions, in order to render the workforce "competitive". Yet even while reducing the conditions of employment, the country still had the highest long-term unemployment in its history. They queried whether the numerous employment policies adopted over the decade were designed to assist the unemployed or rather to exclude them from the unemployment statistics.

As concerned consultation, which they intended to discuss in greater detail when looking at this Government's application of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), they noted that the Government had destroyed practically every tripartite organization in the country with the exception of the Manpower Services Commission and the Health and Safety Executive. As an indication of the Government's view of tripartism, they noted that the Minister of Trade had referred to tripartism as "the corporate state". They noted that, with the abolition of the National Economic Development Council (NEDC) – the only tripartite body where employment policy questions could be raised – without any replacement structure, there was no longer any dialogue at the national level where most of the economic policy decisions were taken. Informal or occasional consultations, including direct contacts with the unemployed, could not be considered as a framework for dialogue with respect to the formulation of employment policy. They concluded by expressing their dissatisfaction with the measures taken by the Government and noting that, even if fairly sustained economic growth was the aim for the rest of the year, unemployment would continue to rise in 1994.

The Employers' members indicated that they approached the matter of employment policy in a different way to the Workers' members. In their opinion, the Workers' members over-simplified the problem and put too much emphasis on short-term gains. They did note, however, that there seemed to be a difficult relationship between the social partners in this case. They stated that every country attempted to put in place employment policies designed to create good and productive jobs. Nevertheless, it was natural that, in any country, one or other of the social partners was bound to disagree with the policies taken. This Convention, however, did not establish a blueprint for creating jobs. No one particular policy would work in every situation. The Employers' members considered that economic development was the key to creating jobs. They stated that the characteristics of this case were very similar to those involving another country concerning this Convention discussed this year. They referred the Committee to those earlier comments which were equally applicable here. In this case, the Government was following active labour market policies, including education and training programmes designed to improve the job prospects of unemployed persons. The problems in this case were compounded by the fact that the Government was trying to fight inflation and deal with the difficulties of structural adjustment.

As concerned consultation, Article 3 of the Convention did not stipulate the type of consultation to be held or the level at which it should be held. The Government appeared to be trying a variety of approaches. Consultation was a two-way street, however, and required the best of will on all sides. The Government, worker and employer representatives should make every effort to ensure that the consultative machinery worked.

The Workers' member of the Netherlands drew attention to the strong wording in the Committee of Experts' comments concerning the need for consultation with representatives of employers and workers on employment policy with a view to taking fully into account their experience. He recalled that the Committee of Experts had indicated that it was not clear that the consultations in the area of training and on a series of complex technical subjects effectively met the requirements of Article 3 of the Convention. He noted that, contrary to the opinion of the Employers' members, Article 3 did establish a blueprint for involving workers and employers in the formulation and implementation of employment policies. He queried whether the alternative consultations referred to by the Government were really equivalent to bodies like the National Economic Development Council (NEDC). Since the Committee of Experts did not seem to be convinced that this was the case, he asked the Government to indicate whether it had been impressed by the concern raised in the comments and was willing to act upon the Committee of Experts' recommendations.

The Government member of Germany referred to the conclusions in the Committee of Experts which expressed the hope that the results obtained in fighting inflation, lowering interest rates and reinforcing economic competitiveness would ensure that the employment policy measures were successful and contributed effectively to improving the employment situation. He noted that this conclusion appeared to indicate that the Committee of Experts did not necessarily exclude the possibility that such measures would have a positive impact on employment. As concerned consultation, he noted that Article 3 of the Convention did not specify the type of consultative machinery which had to be instituted or that such consultations had to result in consensus. He did not feel that he was in a position to judge whether the machinery which replaced the NEDC was adequate, but was of the impression that the Government had indicated a readiness to consult with the social partners on employment policy.

The Workers' member of the Netherlands wished to stress that, while Article 3 of the Convention did not set forth a particular form of consultation, it could be understood to mean that governments, employers and workers played a full role with respect to employment policy. The indication given by the Government representative, however, left the impression that the Government was allocating a less important role to workers in this matter.

The Government representative welcomed the comments made by the Employers' members concerning the complexity of employment policies in the current circumstances and the complexity of consultative arrangements. It was not always possible to consult adequately through national bodies or even regional bodies. Sometimes it was necessary to consult at the local level or directly with the individuals concerned. He stressed that it was not the Government's position that macroeconomic policies were the only answer. But he also felt that a quick-fix for creating employment opportunities, particularly in a recession, did not exist. He noted that the Workers' members did not provide any advice as to a quick solution to the problem, nor did the Workers' members acknowledge the broader range of employment opportunities now available. It was obvious that the Workers' members and the Government had a difference of opinion as concerned the appropriate solutions. This difference existed despite the many communications with the social partners. The problem, therefore, did not concern the consultative machinery. As concerned the criticism made by the Workers' members concerning the numerous employment policies, he pointed out that this precisely demonstrated the Government's flexibility in adapting the policies in order to achieve the objectives. The Workers' members also seemed to reject flexibility with respect to the consultative arrangements. Yet Article 3 of the Convention was not limited to tripartism, but concerned consultation with anybody affected by employment measures and did not stipulate the form of that consultation. A flexible approach and a range of consultative machinery, in his opinion, demonstrated fuller compliance with Article 3.

The Committee took due note of the detailed information supplied by the Government representative. The Committee noted in particular the measures adopted and contemplated with a view to promoting vocational training and the placement of unemployed persons. The Committee considered that employment was of paramount importance to the workers concerned and that tripartite consultations were essential to deal with the problem of unemployment. It accordingly invited the Government to continue to take appropriate measures to give full effect to Article 3 of the Convention which required consultation and cooperation with representatives of the persons affected and, in particular, representatives of employers and workers on employment policy matters. In general terms, the Committee hoped that the next report would contain information showing, as requested by the Committee of Experts, that the measures taken under the growth strategy of the Government contributed towards improving the unemployment situation and promoting the objectives of the Convention.

Convention No. 128: Invalidity, Old-Age and Survivors' Benefits, 1967

Switzerland (ratification: 1977). A Government representative stated that his Government in general accepted the comments of the Committee of Experts and that he would contest neither their substance nor their form. He specified that the two questions raised by the Committee of Experts in points 2 and 3 of its comments were pending in Parliament. Concerning the reduction of benefits in the case of serious and wilful misconduct, there was no longer any discrepancy, as regards the draft law currently under examination, between the requirements of the Convention and the proposed legislation, which should definitely regulate the question in due course. As to the lowering of the retirement age for certain categories of workers, his Government waited for Parliament to take up the relevant matter.

Another Government representative, technical adviser and representative of the Federal Office of Social Insurance, stressed, concerning point 2 of the Committee of Experts' comments, that the above-mentioned draft legislation, which the Government did not oppose, was before Parliament and had already been approved by one of the two Houses, the other having to do so before the end of this year. Concerning point 3 of the comments, she stated that in the framework of the second part of the tenth revision of the AVS, it was expected to permit men to anticipate by three years the possibility of receiving the old-age benefit, but with the reduction of 6.8 per cent for a year of anticipation. However, it was still premature for the Government to speak on this point because it was not certain that the project of the Federal Council would not be modified before its definite adoption by the Houses. Finally, concerning point 4 of the Committee of Experts' comments, she stated that the rate of 45 per cent prescribed by the Convention had already been passed and that account had been taken, as the Committee had suggested, not only of the benefits accorded by the general Old-Age and Survivors' Insurance Act, but also of benefits due under the Act on occupational insurance. However, it was the obligatory minimum provided by the latter that was calculated, although an important majority of the insured (86.8 per cent in 1987) were also covered by complementary benefits and only 1.3 per cent of the pensioners received the obligatory minimum.

The Employers' members appreciated the precise statements made by the Government representatives and were confident that the necessary measures would be taken in future and that the Committee would not need to come back to this case. As regards the possibility to fix women's retirement age at 64 years, which was denounced by the Swiss Federation of Trade Unions (USS), they considered it unnecessary to examine that question since the Experts had not specifically commented on this point.

The Workers' members also welcomed the information supplied by the Government and its acceptance of the remarks made by the Experts. They nevertheless stressed the fact that the problem of the application of the Convention had existed for several years and that, although this Committee was treating it for the first time, it had been the subject of direct requests in 1980 for the first time, and subsequently in 1981, 1983, 1985 and 1989. They found this unacceptable and considered it essential to advance toward the solution of the questions examined by the Committee of Experts. Concerning point 2 of the comments, the Workers' members stressed the fundamental character of the limitation of the workers' responsibility to wilful misconduct. Besides, they referred to a decision of 23 October 1985 of the Federal Tribunal on Insurance, which expressly recognized that Swiss legislation was not in conformity with the Convention. As to the lowering of the retirement age of persons engaged in arduous or unhealthy work, the Workers' members insisted that the Swiss Government should implement Article 15, paragraph 3, of the Convention because it concerned the matter of workers' dignity.

The Government representative stated that the Committee would be duly informed of the most recent developments on this matter since a detailed report would be submitted covering the period ending 30 June 1993. He observed that, in the same decision as mentioned above by the Workers' members, it was said that there was a problem of conformity between the Federal Invalidity Insurance Act and the Convention regarding the question of wilful and serious misconduct. The decision also stated that the Convention was not directly applicable in Switzerland, which meant that its application required changes of a juridical nature. Such changes could take time since it was for Parliament to decide after discussing the relevant draft law. He was nevertheless confident that Parliament would be able to retrieve the matter as a whole, which had been suspended, so as to treat the question of integration into the European Community and that legal texts necessary for the implementation of the Convention would enter into force in the shortest time possible.

The Committee took note of the information supplied by the Government representatives. The Committee noted that the Government agreed with the comments of the Committee of Experts and in particular that draft laws had been submitted to Parliament so as to bring the national legislation and practice into full conformity with the provisions of the Convention which had been the subject of comments by the Experts for several years.

The Committee hoped that the above-mentioned draft legislation would be adopted in the near future and that the Government would be able to supply information in this regard in its next report.

Convention No. 136: Benzene, 1971

Morocco (ratification: 1974). A Government representative stated that the current labour legislation contained a number of regulations on safety measures to be taken in the use of benzene and particularly on the protective equipment to be placed at the disposal of workers. The enterprises using benzene or products containing benzene were obliged to establish an autonomous industrial health service or to adhere to such a service created by several enterprises. The exposed workers were subjected to systematic and periodical medical supervision. The diseases provoked by benzene were considered to be occupational diseases giving a right to the corresponding benefits. To follow up on the comments of the Committee of Experts, a draft decree had been prepared to complete the legislation. It included the provisions of the Convention in all details. Its field of application covered all the establishments using benzene or products containing more than 1 per cent of benzene (Article 1). Any import of benzene was subjected to a previous declaration to the labour inspection (Article 2). The draft provided for the substitution of benzene by other inoffensive or less offensive products (Article 3). The use of benzene and of products containing more than 0.2 per cent of benzene as a solvent or diluent was prohibited (Article 4). The concentration of benzene in the air at places of employment should not exceed 80 mg/m^3 (Article 5). The draft specified methods to be used to determine the concentration of benzene in the atmosphere as well as technical and health measures of protection to be taken by the enterprises (Articles 6-15). Concerning the first point of the observation of the Committee of Experts on the consultation with occupational organizations, the Government representative indicated that the draft decree had not provided for this, because it excluded any possibility of derogation. This draft decree had, however, been communicated to the employers' and workers' organizations for comments. On the second point of the observation concerning the protection of workers exposed to contact with liquid benzene, he stated that section 8 of the draft decree replied to the question of the Committee of Experts as it provided, in particular, for adequate means of personal protection to be supplied and used by the workers concerned.

The Employers' members stated that the explanations provided by the Government on the comments made by the Committee of Experts concerning the application of Article 3 and Article 8, paragraph 1, of the Convention were not convincing. The problem was an old one having been discussed in 1988, and the Committee should urge the Government to adopt the modifications in the near future and to provide a report on the envisaged measures.

The Workers' members associated themselves with the intervention of the Employers' members. They noted that this technical, but extremely important Convention for the safety and even for the survival of the workers, had been ratified by Morocco as far back as 1974. During the discussion in this Committee in 1988, the Workers' and the Employers' members had underlined the importance of full application of the Convention. On that occasion, the Government had referred to a special section in the development plan for 1988-92 concerned with the improvement of working conditions and environment. The draft texts mentioned by the Government were incomplete as compared to the obligations under the Convention. The Workers' members considered the position of the Government to be more on the negative side, as proved by the comments of the Committee of Experts on the application of other Conventions, including, for example, Conventions Nos. 30, 52 and 81. In this connection, they considered that the Government should apply Convention No. 81 in practice, as well as in law. In view of the rather uncooperative attitude of the Government, they insisted that in its conclusions the Committee ask the Government to take the necessary measures in order to be able to note real progress next year.

The Workers' member of Greece considered that the Committee could discuss the application of the Convention not only in Morocco but also in respect of many other countries. International labour Conventions were the fruit of negotiations and of a compromise, and those protecting the health of workers introduced relative limits rather than absolute ones. As for benzene, which was widely used in all the products for painting, in petrol, in central heating oil, the limits for protection set by the Convention were not absolute, but still it was not respected, or the only measures taken were the creation of a medical service where the workers could apply to register any damage suffered. Prevention was even more important in this case as benzene was a carcigoneous agent. He asked the Government to indicate whether there had been any modification of the Labour Code or whether it had referred to a draft decree mentioned by the Committee of Experts.

The Government representative recalled that old legislation already contained all the necessary measures for the prevention and indemnification of occupational diseases in relation to benzene. A draft decree had been elaborated with the help of an ILO expert in cooperation with all the administrative departments of public health, industry, mines, etc. The national technical experts wanted to go even further beyond the protection provided by the Convention, considering that it was overtaken by the standards actually applied in certain countries. The Committee of Experts had based its comments exclusively on the declarations contained in the report and had not examined the text in question. As concerned consultations with organizations, it was obligatory under the Convention in case of derogations. The draft decree, however, did not allow any derogations and it was therefore not necessary to provide for the consultation with occupational organizations. As to the protective equipment provided to the workers against the risk of exposure to liquid benzene, it was addressed in section 8 of the draft decree. His Government attached great importance to the protection of the workers and was open to any suggestions susceptible to guarantee the health of workers to be included in the text of the decree. He would provide the text of the draft decree to the Office.

The Workers' members considered that the remarks of the Government representative were not convincing but that the Government could supply all the useful information to be examined by the Committee of Experts.

The Committee took note of the information provided by the Government, in particular that the Government had drawn up a draft decree with the aim of applying the Convention which had been ratified in 1974. The Committee deeply regretted having to note that this Convention had been the subject of numerous observations on the part of the Committee of Experts and of discussions in this Committee. It expressed the firm hope that the legislation aimed at applying the Convention would be adopted in the very near future, taking account of the comments of the Committee of Experts concerning this Convention whose non-application in practice had very serious consequences for the health of

the workers concerned. The Committee hoped that it would be able to note decisive progress, both in legislation and in practice, at its meeting next year.

Convention No. 144: Tripartite Consultation (International Labour Standards), 1976

United Kingdom (ratification: 1977). A Government representative stated that his Government considered it regrettable that this case had been selected for discussion in this Committee. In light of the detailed procedure drawn up for the implementation of this Convention with the social partners in 1977, it was difficult to understand the allegations made by the Trades Union Congress (TUC). That written agreement established the basis of the practice which had remained unchanged over the years. Neither of the social partners had indicated to the Government that this procedure was no longer acceptable. If it was considered that there were genuine problems with the established procedure, then why did the TUC not approach the Government directly to explain its difficulties? The Government would have been more than willing to discuss the issues. As concerned the TUC's allegations with respect to consultation on article 22 reports, the Government indicated that all reports were sent to the social partners at exactly the same time as they were sent to the ILO. Given the respective geographical locations, the social partners were likely to receive the reports first. This procedure was in line with the 1977 agreement which determined that consultation would normally take place by correspondence. He emphasized the importance placed by his Government on its ILO obligations. The Government made a point of responding as fully as possible to the Committee of Experts' comments and any comments made by the social partners. The consultative procedure established had worked successfully over the last 15 years because it enabled the social partners to participate very effectively in the entire supervisory process and led to a fruitful and ongoing dialogue between the Government, the social partners and the supervisory bodies. While the Government was willing to discuss any difficulties with this procedure, he stressed that compliance with reporting obligations was a prime consideration. Unless reports were submitted to the ILO in reasonable time, the supervisory machinery simply could not function. He regretted the allegation that no effective consultations had been held with respect to the possible denunciation of the Migration for Employment (Revised) Convention, 1949 (No. 97). Not only were full consultations undertaken, but the views expressed by the social partners had a very obvious and direct effect on the outcome. The Government had written to the social partners in November 1991 concerning the possibility of denouncing Convention No. 97. Both social partners responded, questioning the necessity of denouncing this Convention. Following the suggestion of the TUC, the Government consulted the ILO. As a result of the technical advice provided by the Office, the Government concluded that denunciation would, after all, not be necessary and informed the social partners. This was clear evidence of the effectiveness of the consultative process. The process was begun as soon as the possibility of denunciation was envisaged, thereby ensuring that consultations could be carried out well in advance of any decision. The procedure was clearly not a mere formality and the events demonstrated that the employers and workers had a useful say and directly influenced the course of action adopted. He concluded by expressing the hope that, given the long-established practice of consultation on international labour standards, this Committee would agree that his Government had demonstrated, through its actions, its commitment to the application of the Convention.

The Workers' members recalled that, while consultation had a different connotation from mere "information" and from "co-determination", the Committee of Experts in its General Survey on this Convention pointed out that consultation should be able to have some influence on the decision to be taken. They granted the Government representative's point with respect to the effectiveness of the consultation concerning the possible denunciation, but noted that it was the only such example which could be offered. Tripartism should generate an internal debate, directly with the social partners. The procedure followed in the United Kingdom, however, was merely a formal one. This was evidenced by the fact that this issue was now being discussed by this Committee rather than by the concerned parties in their own country. All the previous methods of consultation had been dismantled. Consultation with the social partners should not be supplanted by the Citizen's Charter. The form of consultation did not have to be highly structured but some discussion had to take place. This had not been the case for years. Letters from the TUC to the Government often went without reply. They noted that it was in the Government's interest to discuss with the social partners, for example, legislation affecting the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87). Lack of consultation on such matters resulted in unnecessary discussion in this Committee. True, discussion need not necessarily affect the final decision, but at least discussions would have already been held and, if brought before this Committee, it would not be the first time for the parties to hear each other's views. Unfortunately, this was precisely the situation which had not taken place with respect to the Employment Policy Convention, 1964 (No. 122). The Government, however, seemed to be arguing that, since there would be disagreement, there was no point in discussing. On the positive side, the Workers' members welcomed the indication that the new Secretary of State for Employment had invited the Secretary of the TUC for a meeting. If this represented the first sign of a change in the Government's position, they were eager to embrace it. They did not insist that agreement should result from the consultations, but they urged that such consultations take place at the national level since that was where the Government made its decisions. They hoped that the promised meeting would signify a change and wished to encourage the Government to move in this direction. If, however, no progress could be noted, they considered that this case and all the other cases concerning the United Kingdom Government would have to be discussed at length in this Committee instead of eternally within the country between the Government and the new social partners.

The Employers' members highlighted the fact this was the first time that the application of this Convention by a particular country had been discussed in this Committee. They expressed the opinion that the discussion of this case was premature. They noted that the Workers' members had not mentioned the 1977 agreement concerning the procedure for implementing this Convention. Perhaps this discussion could have been avoided if the concerns had been raised first within the country. They recalled that the Convention called for effective consultations between representatives of government, workers and employers with respect to: replies to questionnaires, article 19 submission, article 22 reports, examination of unratified ILO Conventions and proposals for denunciation of ILO Conventions. Certain of these obligations were also set forth in articles 19 and 22 of the ILO Constitution and article 39 of the Standing Orders of the Conference. They were therefore applicable to all member States, regardless of whether the Convention had been ratified. They noted, however, that effective consultations required more than simply attaching worker and employer comments to government reports. Different facts and circumstances might require different procedures for consultation. Consultation could be made by telephone or by mail with respect to matters which were not controversial. On questions which might be more controversial, however, meetings prior to the Government's submission of reports to the ILO might be required. Without criticizing the 1977 agreement, they suggested that a new consultative procedure might need to be considered. They noted the Government's changes to the consultative procedures with respect to Convention No. 122 so as to meet the needs of current circumstances and suggested that this approach could be applicable within the context of this Convention and the five areas on which consultations were required. Regardless of their outcome, the consultations called for by this Convention could only enhance the quality of the Government's involvement in, and submissions to, the ILO.

The Government representative expressed his disappointment that the Workers' members did not comment on the procedure established in 1977 and that the workers in his country had not first expressed any difficulties which they might have had with this procedure directly to the Government. In reply to the comment made by the Employers' members, he indicated that his Government was perfectly prepared to consider changes if they were necessary, but stressed that the Government's capacity to send reports as close to the deadline as possible had to be safeguarded.

The Committee noted the information supplied by the Government representative. It recalled that the Committee of Experts had referred on a number of occasions in the past to the difficulty in establishing a constructive tripartite dialogue. The Committee stressed the importance it attached to the application in good faith of this Convention. The Committee hoped that the Government would re-examine the procedures with a view to ensuring that effective consultations take place regularly, within the meaning of the Convention, prior to, and within a reasonable period of time of, the preparation of the reports on the application of ratified Conventions, in particular when comments had been made about the Conventions concerned by the Committee of Experts. These remarks also applied to the denunciation of Conventions. The Committee hoped that the interested parties would be able to find, by means of a frank and open dialogue, the necessary ways and means of ensuring that the consultations provided for in this Convention took place in a manner satisfactory to all the parties concerned.

C. DETAILED REPORTS ON RATIFIED CONVENTIONS (STATE MEMBERS)

(Article 22 of the Constitution)

Reports received and not received as at 17 June 1993

The table published in the Report of the Committee of Experts, page 474, should be brought up to date in the following manner:

State Members	Reports received		Reports not received		Grand total
	Total	Conventions Nos.	Total	Conventions Nos.	
Grand total	1384		440		1824
Algeria	14	3, 11, 13, 32, 68, 87, 91, 92, 97, 99, 111, 119, 120, 122	0		14
Antigua and Barbuda[1,2]	10	11, 17, 19, 29, 81, 87, 98, 105, 111, 138	0		10
Cameroon[2]	12	3, 9, 11, 87, 97, 106, 111, 122, 131, 143, 146, 158	1	162	13
Chile	16	1, 3, 7, 9, 11, 20, 24, 25, 26, 30, 35, 36, 37, 38, 111, 122	0		16
China[1,2]	4	7, 11, 26, 159	2	100, 144	6
Costa Rica[1,2]	17	1, 11, 87, 92, 105, 111, 113, 122, 129, 131, 134, 135, 137, 144, 147, 148, 150	4	8, 16, 102, 120	21
Dominica[1,2]	16	11, 14, 16, 19, 22, 26, 29, 81, 87, 94, 97, 98, 100, 105, 111, 138	0		16
El Salvador	1	159	0		1
Ecuador[1,2]	18	11, 87, 97, 101, 103, 110, 111, 112, 119, 120, 122, 128, 131, 141, 144, 153, 159, 162	0		18
France	16	3, 9, 11, 35, 36, 37, 38, 63, 68, 87, 97, 102, 118, 138, 144, 146	24	13, 27, 44, 53, 69, 74, 81, 82, 92, 94, 95, 96, 111, 120, 122, 125, 126, 129, 131, 133, 136, 137, 141, 152	40
India	7	1, 5, 11, 26, 107, 118, 144	4	29, 81, 111, 141	11
Iraq[1]	12	1, 11, 19, 30, 92, 94, 95, 105, 107, 111, 131, 137	10	115, 118, 119, 120, 122, 132, 144, 146, 153, 167	22
Israel	12	1, 9, 30, 87, 92, 97, 102, 111, 122, 133, 141	0		12
Italy	21	9, 11, 26, 68, 87, 92, 97, 99, 102, 103, 111, 119, 120, 122, 133, 137, 141, 143, 144, 146, 150	0		21
Jamaica[2]	8	19, 26, 81, 87, 97, 111, 122, 150	4	8, 11, 58, 100	12
Jordan[1,2]	9	100, 105, 106, 111, 118, 119, 120, 122, 135	4	29, 117, 123, 142	13
Lebanon[1,2]	22	1, 15, 17, 19, 30, 52, 59, 77, 78, 81, 88, 89, 95, 98, 100, 106, 111, 115, 120, 122, 127, 131	5	14, 29, 45, 90, 105	27
Luxembourg[2]	8	1, 9, 11, 26, 30, 87, 102, 103	0		8
Pakistan	12	1, 11, 16, 19, 27, 29, 32, 59, 81, 87, 96, 118	0		12
Panama	19	3, 8, 9, 11, 26, 30, 52, 55, 58, 68, 87, 92, 110, 111, 112, 119, 120, 122, 126	0		19
Paraguay[1,2]	13	1, 11, 26, 29, 29, 30, 81, 87, 99, 107, 111, 119, 120, 122	0		13
Peru	22	1, 9, 11, 20, 26, 29, 35, 36, 37, 38, 39, 40, 44, 53, 58, 87, 99, 111, 112, 122, 159	5	27, 67, 81, 102, 156	27
San Marino	11	87, 98, 111, 143, 144, 148, 151, 156, 159, 160, 161	4	119, 140, 142, 150	15
Sweden	26	9, 11, 47, 87, 92, 98, 102, 111, 119, 120, 122, 128, 133, 135, 137, 138, 141, 143, 144, 146, 151, 154, 162, 163, 164, 168	0		26
Trinidad and Tobago[2]	4	29, 87, 97, 111	0		4
Venezuela[1,2]	24	1, 3, 11, 13, 19, 22, 26, 27, 29, 81, 87, 88, 100, 105, 117, 118, 120, 122, 139, 141, 142, 144, 149, 150	7	97, 102, 111, 128, 143, 153, 155	31

[1] These data modify the indications concerning this country, contained in paragraph 87 of Part One (General Report) of the Report of the Committee of Experts.

[2] These data modify the indications concerning this country, contained in paragraph 96 of Part One (General Report) of the Report of the Committee of Experts.

D. STATISTICAL TABLE OF REPORTS ON RATIFIED CONVENTIONS

(Article 22 of the Constitution)

(17 June 1993)

Period	Reports requested	Reports received at the date requested		Reports received in time for the session of the Committee of Experts		Reports received in time for the session of the Conference	
		Number	Percentage	Number	Percentage	Number	Percentage
1931-1932	447	—	—	406	90.8	423	94.6
1932-1933	522	—	—	435	83.3	453	86.7
1933-1934	601	—	—	508	84.5	544	90.5
1934-1935	630	—	—	584	92.7	620	98.4
1935-1936	662	—	—	577	87.2	604	91.2
1936-1937	702	—	—	580	82.6	634	90.3
1937-1938	748	—	—	616	82.4	635	84.9
1938-1939	766	—	—	588	76.8	—	—
1943-1944	583	—	—	251	43.1	314	53.9
1944-1945	725	—	—	351	48.4	523	72.2
1945-1946	731	—	—	370	50.6	578	79.1
1946-1947	763	—	—	581	76.1	666	87.3
1947-1948	799	—	—	521	65.2	648	81.1
1948-1949	806	134[1]	16.6	666	82.6	695	86.2
1949-1950	831	253	30.4	597	71.8	666	80.1
1950-1951	907	288	31.7	705	77.7	761	83.9
1951-1952	981	268	27.3	743	75.7	826	84.2
1952-1953	1 026	212	20.6	840	81.8	917	89.3
1953-1954	1 175	268	22.8	1 077	91.7	1 119	95.2
1954-1955	1 234	283	22.9	1 063	86.1	1 170	94.8
1955-1956	1 333	332	24.9	1 234	92.5	1 283	96.2
1956-1957	1 418	210	14.7	1 295	91.3	1 349	95.1
1957-1958	1 558	340	21.8	1 484	95.2	1 509	96.8
1958-1959	995[2]	200	20.4	864	86.8	902	90.6
1958-1960	1 100	256	23.2	838	76.1	963	87.4
1959-1961	1 362	243	18.1	1 090	80.0	1 142	83.8
1960-1962	1 309	200	15.5	1 059	80.9	1 121	85.6
1961-1963	1 624	280	17.2	1 314	80.9	1 430	88.0
1962-1964	1 495	213	14.2	1 268	84.8	1 356	90.7
1963-1965	1 700	282	16.6	1 444	84.9	1 527	89.8
1964-1966	1 562	245	16.3	1 330	85.1	1 395	89.3
1965-1967	1 883	323	17.4	1 551	84.5	1 643	89.6
1966-1968	1 647	281	17.1	1 409	85.5	1 470	89.1
1967-1969	1 821	249	13.4	1 501	82.4	1 601	87.9
1968-1970	1 894	360	18.9	1 463	77.0	1 549	81.6
1969-1971	1 992	237	11.8	1 504	75.5	1 707	85.6
1970-1972	2 025	297	14.6	1 572	77.6	1 753	86.5
1971-1973	2 048	300	14.6	1 521	74.3	1 691	82.5
1972-1974	2 189	370	16.5	1 854	84.6	1 958	89.4
1973-1975	2 034	301	14.8	1 663	81.7	1 764	86.7
1974-1976	2 200	292	13.2	1 831	83.0	1 914	87.0
1977	1 529[3]	215	14.0	1 120	73.2	1 328	87.0
1978	1 701	251	14.7	1 289	75.7	1 391	81.7
1979	1 593	234	14.7	1 270	79.8	1 376	86.4
1980	1 581	168	10.6	1 302	82.2	1 437	90.8
1981	1 543	127	8.1	1 210	78.4	1 340	86.7
1982	1 695	332	19.4	1 382	81.4	1 493	88.0
1983	1 737	236	13.5	1 388	79.9	1 558	89.6
1984	1 669	189	11.3	1 286	77.0	1 412	84.6
1985	1 666	189	11.3	1 312	78.7	1 471	88.2
1986	1 752	207	11.8	1 388	79.2	1 529	87.3
1987	1 793	171	9.5	1 408	78.4	1 542	86.0
1988	1 638	149	9.0	1 230	75.9	1 383	84.4
1989	1 719	196	11.4	1 260	73.0	1 409	81.9
1990	1 958	192	9.8	1 409	71.9	1 639	83.7
1991	2 010	271	13.4	1 411	69.9	1 544	76.8
1992	1 824	313	17.1	1 194	65.4	1 384	75.8

[1] First year for which this figure is available. [2] As a result of a decision by the Governing Body, detailed reports were requested as from 1958-59 until 1976 only on certain ratified Conventions. [3] As a result of a decision by the Governing Body (November 1976), detailed reports are now requested, according to certain criteria, at yearly, two-yearly or four-yearly intervals.

II. OBSERVATIONS AND INFORMATION CONCERNING THE APPLICATION OF CONVENTIONS IN NON-METROPOLITAN TERRITORIES (ARTICLES 22 AND 35 OF THE CONSTITUTION)

A. General Observations and Information concerning certain Territories

(a) *Failure to supply information in reply to comments made by the Committee of Experts*

France (Guadeloupe, French Guiana, Martinique, Réunion, Saint Pierre and Miquelon.)

The Workers' members emphasized that the supply of information in response to comments made by the Committee of Experts was particularly vital, as such dialogue was indispensable for the work of the Committee. Although it was possible for the case of a country which failed to reply to be discussed in the Committee, often the Government in question would read out to the Committee a lengthy report that was impossible to understand on first hearing. On the other hand, if the Government had submitted it in the first place to the Committee of Experts, an assessment of the report could have been made prior to the case coming before the Committee for consideration. Member States who did not reply did not escape examination by the Committee, but instead hampered its work and made it more difficult to obtain an up-to-date assessment of the situation in question. They recognized that a large number of countries did reply generally to the comments made by the Committee of Experts, but hoped that the small group that did not do so would fulfil this obligation in the future.

The Employers' members noted that the high number of requests by the Committee of Experts for replies to its comments was the result of reports which had been submitted that contained major shortcomings, were incomplete or were insufficiently clear. They reiterated their appeal that member States should live up to their obligations in a more clear, punctual and complete fashion.

A Government representative of France, while indicating that his country could also have been mentioned for the omissions evoked under the preceding point, requested the Committee to excuse it for not having supplied within the desired time the replies to observations of the Committee of Experts. He stated that his Government was required to send at least 253 reports this year and that the omission, for which it was at fault, should not in any way be considered a change in attitude on its part towards the supervisory system of the ILO, but was simply attributable to an administrative lapse that he hoped the Committee would understand and which he was convinced would not recur.

The Committee took due note of the oral information provided by the Government representative of France. It stressed the importance for the preservation of the necessary dialogue and of the communication of clear and complete information in reply to the comments of the Committee of Experts. In this connection, it expressed its profound concern at the very high number of failures to reply to requests for information from the Committee of Experts. It recalled that the assistance of the Office may help governments to overcome some of the difficulties mentioned in the discussion. The Committee urged the Government of France (Guadeloupe, French Guiana, Martinique, Réunion, Saint Pierre and Miquelon) to spare no efforts so that the information requested would be communicated as soon as possible. The Committee decided to mention this case in the appropriate paragraph of its General Report.

(b) *Information received*

Netherlands (Aruba, Netherlands Antilles). Since the meeting of the Committee of Experts, the Government has sent for Aruba the reports due on Conventions Nos. 9, 11, 69, 74, 87, 118, 122, 126, 131, 137, 141, 144 and 146, and for the Netherlands Antilles those due on Conventions Nos. 9, 11, 58, 87 and 122.

In addition, the Workers' member of the Netherlands stated that as a result of technical assistance the Government had provided to the Netherlands Antilles and to Aruba, these non-metropolitan territories would be submitting reports next year. He was confident that in the future reports would be filed without such assistance.

B. DETAILED REPORTS ON RATIFIED CONVENTIONS (NON-METROPOLITAN TERRITORIES)

(Articles 22 and 35 of the Constitution)

Reports received and not received as at 17 June 1993

The table published in the Report of the Committee of Experts, page 501, should be brought up to date in the following manner:

Countries and Territories	Reports received		Reports not received		Grand total
	Total	Conventions Nos.	Total	Conventions Nos.	
Grand total	169		156		325
			France		
French Guiana	5	9, 36, 68, 87, 146	26	3, 5, 13, 32, 35, 53, 58, 69, 74, 81, 92, 94, 95, 100, 111, 112, 120, 125, 126, 129, 131, 133, 136, 141, 142, 144	31
Guadeloupe	7	9, 11, 36, 38, 68, 87, 146	26	3, 5, 13, 32, 35, 37, 53, 58, 69, 74, 81, 92, 94, 95, 100, 111, 112, 120, 125, 126, 131, 133, 136, 141, 142, 144	33
Martinique	7	9, 11, 36, 38, 68, 87, 146	27	3, 5, 13, 32, 35, 37, 53, 58, 69, 74, 81, 92, 94, 95, 100, 111, 112, 120, 124, 125, 126, 131, 133, 136, 141, 142, 144	34
Réunion	7	9, 11, 36, 38, 68, 87, 146	26	3, 5, 13, 32, 35, 37, 53, 58, 69, 74, 81, 92, 94, 95, 100, 111, 112, 120, 125, 126, 131, 133, 136, 141, 142, 144	33
St.-Pierre and Miquelon	3	11, 36, 146	28	3, 5, 9, 13, 19, 33, 35, 53, 58, 63, 69, 81, 82, 87, 94, 95, 96, 100, 111, 120, 122, 125, 126, 131, 141, 142, 144, 149	31
			Netherlands		
Aruba[1,2]	13	9, 11, 69, 74, 87, 118, 122, 126, 131, 137, 141, 144, 146	0		13
Netherlands Antilles[1,2]	5	9, 11, 58, 87, 122	0		5

[1] These data modify the indications concerning this country, contained in paragraph 87 of Part One (General Report) of the Report of the Committee of Experts.

[2] These data modify the indications concerning this country, contained in paragraph 96 of Part One (General Report) of the Report of the Committee of Experts.

III. SUBMISSION TO THE COMPETENT AUTHORITIES OF THE CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE (ARTICLE 19 OF THE CONSTITUTION)

Observations and Information

(a) *Failure to submit*

The Employers' members emphasized that the obligation to submit to competent national authorities the instruments adopted by the Conference was essential. They regretted that in the last few years failures and important delays in submissions had been observed. The report of the Committee of Experts only mentioned the serious cases of countries which, for at least the last seven years, had not provided information relating to the submission. The number of countries not meeting this obligation, however, continued to grow. The cases mentioned by the Committeee of Experts were particularly preoccupying, given the purpose of submitting such instruments to legislative authorities, i.e. parliaments, was to permit these bodies to acquaint themselves with the contents of these instruments in order to decide on their ratification and not neglect them. In this respect, the Employers' members emphasized the distinction that existed between the submission of an instrument adopted by the International Labour Conference to parliament from a proposal to parliament to ratify such an instrument that entailed the obligation of ratification by the parliament. The latter remained the prerogative of a State. The Employers' members therefore urged the States listed to rectify these failures without further delay. After such failures lasting for seven years, these countries probably needed the technical assistance of the ILO. They hoped that, in the future, such delays in submitting these instruments to the competent authorities would be avoided and the reports due supplied.

The Workers' members fully subscribed to the statements made by the Employers' members and the exemplary manner in which they described the important elements of reports regarding submission. They added that it was absolutely essential that the countries failing to supply the said reports should meet this obligation in order not to endanger the continuing dialogue. With regard to the explanations provided by the countries concerned, they acknowledged that often serious administrative problems existed. In this respect, the Employers' members had correctly pointed out that the technical assistance of the ILO should be sought regarding these cases.

A Government representative of the Congo explained that the delay in submission was due to the Parliament's failure to function normally. In fact, the country was over the last few years on the verge of civil war. Nevertheless, the Government had completed the technical analysis of these instruments and prepared and submitted its recommendations to Parliament. In the future, the country's institutions would be stabilized and the Government would be in a position to fulfil its obligations towards the ILO.

The Employers' members thanked the Government representative of the Congo for his explanations regarding the problems of submissions in his country. They expressed their disappointment that no other government saw the need to provide any explanation. They hoped that a list of the concerned governments present in this Committee but not making statements and those that were not present would be made. The latter should be invited to make statements even if such statements were repetitions of previously provided information in order to assess such information. While recalling that the ILO was at the disposal of the countries concerned to provide them with technical assistance, they considered the failure of these countries to provide explanations to be an unfriendly act towards the ILO. They considered these countries should be mentioned in the appropriate paragraphs of the report of this Committee with a list of the countries that were and were not present in this Committee.

The Workers' members regretted that the Government representative of the Congo was the only one to speak, particularly when this Committee had adopted a new approach towards the examination of this question. This was the reason why they supported the request made by the Employers' members that the concerned countries should be requested to be present and make statements to enable them to understand the importance of supplying reports. In the absence of such reports, the whole supervisory system would disintegrate from the start. The countries that did not speak today should fully understand the importance of this obligation. They requested that these cases be cited in the paragraphs of the report of this Committee concerning the failure to submit.

A Government representative of Kenya stated that his Government had provided a written reply with regard to the problem of submission of instruments adopted by the International Labur Conference.

A Government representative of Bangladesh acknowledged that there were problems in his country in fulfilling the obligation to submit to the competent national authority instruments adopted by the International Labour Conference. The main reason was that submission to the Head of the Government was not considered to be sufficient by the supervisory bodies of the ILO. However, as of May 1992 such intruments were to be submitted to the Standing Committee on Labour Matters of the National Parliament. The need to officially translate into the national language these instruments was causing some delay in the process. He expressed the hope that they would complete this work in time for the Government to be able to report positively on this matter by 15 October 1993 along with other reports due.

The Committee took note of the oral statements made by the Government representatives of the Congo and Bangladesh, as well as of the oral and written explanations provided by the Government representative of Kenya. It further noted the specific difficulties encountered in fulfilling this obligation mentioned by several speakers. The Committee expressed the hope that the listed countries (Antigua and Barbuda, Bangladesh, Belize, Cambodia, Congo, Guyana, Jamaica, Kenya, Madagascar, Pakistan, Paraguay, Saint Lucia, Seychelles, Sierra Leone and Zaire) would, in the near future, provide reports containing information on submission of Conventions and Recommendations to competent authorities. This was a constitutional obligation which was indispensable to the effectiveness of the standards activity of the ILO. The Committee recalled the fact that the ILO could provide technical assistance in fulfilling this obligation. The Committee decided to mention these cases in an appropriate paragraph of its General Report.

(b) *Information received*

Kenya. Since the meeting of the Committee of Experts, the Government has supplied the following information:

The Government expressed its regret for not having been able to fulfil all its obligations under article 19 of the ILO Constitution. There were some delays in submitting several instruments to the national competent authorities, due to some unavoidable administrative and staffing difficulties, coupled with a general shortage of staff having the requisite knowledge and experience on the subject. As indicated during the Conference in 1992, all the necessary technical work had been completed for the submission of Conventions Nos. 154 to 169 as adopted from the 67th to the 76th Sessions. The Government had also embarked on the necessary technical preparation in respect of instruments adopted at the 77th and 78th Sessions. The Government would very soon be able to supply the ILO with all submission details pertaining to all the pending instruments.

Papua New Guinea. Since the meeting of the Committee of Experts, the Government has supplied information on the submission to the competent authorities of Conventions and Recommendations adopted between the 66th (1980) Session of the International Labour Conference, and its 76th (1988) Session.

IV. REPORTS ON UNRATIFIED CONVENTIONS AND RECOMMENDATIONS

Reports on Unratified Convention No. 156
and Recommendation No. 165
as at 17 June 1993

(Article 19 of the Constitution)

In addition to the reports listed in Appendix II on page 110 of the Report of the Committee of Experts (Report III, Part. 4B), reports have been received from:

Dominica (Convention No. 156 and Recommendation No. 165); India (Convention No. 156 and Recommendation No. 165); Iraq (Conventión No. 156 and Recommendation No. 165); Swaziland (Convention No. 156 and Recommendation No. 165).

INDEX BY COUNTRIES TO OBSERVATIONS AND INFORMATION CONTAINED IN THE REPORT

Afghanistan

Part one, General Report, para. 118.
Part two, I A(c).

Albania:

Part one, General Report, para. 115.
Part two, I A(a).

Angola:

Part one, General Report, para. 118.
Part two, I A(c).

Antigua and Barbuda:

Part one, General Report, para. 113.
Part two, I A.
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Bahamas:

Part one, General Report, para. 118.
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Bangladesh:

Part one, General Report, para. 113.
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Belize:

Part one, General Report, paras. 113, 118.
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Bolivia:

Part two, I B, No. 87.

Brazil:

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Cambodia:

Part one, General Report, paras. 113, 115, 130.
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Cameroon:

Part one, General Report, para. 116.
Part two, I A(b) and (c).

Cape Verde:

Part one, General Report, para. 111.

Central African Republic:

Part one, General Report, para. 118.
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Part one, General Report, para. 118.
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Part one, General Report, paras. 118, 130.
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Dominica:

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Ecuador:

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France:

Part one, General Report, para. 118.
Part two, I A(c).
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Guinea-Bissau:

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Part two, I A(c).
Part two, III(a).

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Iran, Islamic Republic of:

Part two, I B, 111.

Iraq:

Part one, General Report, para. 118.
Part two, I A(c).
Part two, I B, Nos. 111, 118.

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Part two, I B, No. 81.
Part two, III(a).

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Part one, General Report, para. 113.
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Part two, I A(a) and (c).

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Part two, I A(a) and (c).

Liberia:

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Part one, General Report, para. 118.
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Part two, I A(d).
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Sudan:

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Part one, General Report, paras. 113, 130.
Part two, I A(d).
Part two, III(a).

Zimbabwe

Part one, General Report, para. 118.
Part two, I A(c).

PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Resolutions

REPORT OF THE RESOLUTIONS COMMITTEE

1. The Resolutions Committee, set up by the Conference at its First Sitting on 2 June 1993, was originally composed of 126 voting members (54 Government members, 30 Employers' members and 42 Workers' members). An appropriate weighting system ensured equality of voting strength.

2. The first business of the Committee was to elect its officers. On the proposal of Mr. Bonneville (Government member, France), seconded by Mr. Rodríguez (Government member, Costa Rica), Mr. Mascia (Government member, Italy) was unanimously elected Chairman. In accordance with the Committee's usual practice, the Chairman was also appointed as Reporter. The Committee elected as Vice-Chairmen Mr. Castle (Employers' member, United Kingdom) and Mr. Tapiola (Workers' member, Finland).

3. The Committee had before it 15 resolutions submitted in accordance with article 17 of the Standing Orders of the Conference. Fourteen of the resolutions were considered receivable in accordance with article 17, paragraph 4, of the Standing Orders, but one of them gave rise to questions as to its receivability. The subsequent discussion, recorded in the special report of the Resolutions Committee on the Committee's Entitlement to Deal with the Resolution concerning the situation in Rwanda, concluded that the Committee might deal with the resolution, without setting any precedent. The Committee also agreed that the Office should change its practice in future and publish in such a case a draft resolution received within the time-limit laid down in article 1, paragraph 1(1), indicating in a footnote that the author's credentials had not yet been received.

4. The resolutions were then introduced by one of their authors in accordance with article 17, paragraph 5(a), of the Standing Orders and in the following order: (a) resolution concerning the commemoration of the 75th anniversary of the International Labour Organization; (b) resolution concerning the need to review and update international labour standards; (c) resolution concerning the situation in Rwanda; (d) resolution on ILO action concerning indigenous and tribal peoples during the International Year for the World's Indigenous People; (e) resolution concerning the promotion of the capabilities of labour administrations and enhancement of the role of labour ministries in the development process; (f) resolution concerning the social dimension of structural adjustment and the transition to a market economy; (g) resolution concerning non-standard and precarious forms of employment; (h) resolution concerning the contribution of the ILO to social protection during periods of transition and structural adjustment; (i) resolution concerning social security; (j) resolution concerning the role of tripartism in the face of economic interdependence and the development of democracy; (k) resolution concerning the informal sector; (l) resolution concerning the contribution of the ILO to United Nations activities for the defence and promotion of human rights; (m) resolution concerning the role of the ILO in the elimination of child labour; (n) resolution concerning globalization,

regional integration and international labour standards; and (o) resolution concerning the struggle against poverty, exclusion and marginalization.

5. After these presentations, and before the vote held in accordance with the procedure laid down in article 17, paragraph 5(a), of the Standing Orders, the following four resolutions were combined by their authors: the resolution concerning the social dimension of structural adjustment and the transition to a market economy, submitted by the Government delegations of France, Germany, Russian Federation and Ukraine; the resolution concerning the contribution of the ILO to social protection during periods of transition and structural adjustment, submitted by Mr. Avraam, Workers' delegate, Cyprus; and Mrs. Spychalska, Workers' delegate, Poland; the resolution concerning social security, submitted by Mr. Glesener, Workers' delegate, Luxembourg; Mr. Herrera, Workers' delegate, Costa Rica; Mr. Rabemanantsoa, Workers' delegate, Madagascar; and Mrs. Sietaram, Workers' delegate, Netherlands; and the resolution concerning the struggle against poverty, exclusion and marginalization, submitted by Ms. Aerenlund, Workers' delegate, Denmark; Mr. Bonmati, Workers' delegate, Spain; Mr. Brett, Workers' delegate, United Kingdom; Mr. Briesch, Workers' delegate, France; Mr. Bustos, Workers' delegate, Chile; Ms. Buverud Petersen, Workers' delegate, Norway; Mr. Eström, Workers' delegate, Sweden; Ms. Engelen Kefer, Workers' delegate, Germany; Ms. George, Workers' delegate, Australia; Mr. Gopal, Workers' delegate, India; Mr. Gray, Workers' delegate, United States; Mr. Itoh, Workers' delegate, Japan; Mr. Mugalla, Workers' delegate, Kenya; Mr. Sánchez Madariaga, Workers' delegate, Mexico; Mr. Tapiola, Workers' delegate, Finland; Mr. Vanni, Workers' delegate, Italy; and Mr. Verzetnitsch, Workers' delegate, Austria. The merged text, with which Mrs. Carr, the Worker member of Canada, whose credentials had been submitted late by her Government, associated herself, was entitled Resolution concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy.

6. In accordance with the procedure laid down in article 17, paragraph 5(a), of the Standing Orders of the Conference and using the traditional system of balloting, the Committee determined the first five resolutions to be considered among the 12 remaining before the Committee and their order of priority. Owing to a change in the composition of the Committee, there were at this time 157 voting members (75 Government members with 32 votes each; 32 Employers' members with 75 votes each; 50 Workers' members with 48 votes each).[1] The members of the Committee were invited to participate in a test of the electronic voting system, although its results had no legal value.

7. The first resolutions and the votes cast for them were as follows:

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[1] Subsequently, further changes were made in composition: fourth sitting on 8 June 1993, 161 voting members (76 Government members, 32 Employers' members and 53 Workers' members); fifth sitting on 11 June 1993, 161 voting members (79 Government members, 30 Employers' members and 52 Workers' members); sixth sitting on 14 June 1993, 161 voting members (79 Government members, 30 Employers' members and 52 Workers' members); seventh sitting on 15 July 1993, 152 voting members (79 Government members, 29 Employers' members and 44 Workers' members); eighth sitting on 16 June 1993, 154 voting members (79 Government members, 29 Employers' members and 46 Workers' members); ninth sitting on 17 June 1993, 152 voting members (79 Government members, 29 Employers' members and 44 Workers' members).

(1) Social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy: 19,939 (weighted votes).

(2) Commemoration of the 75th anniversary of the ILO: 15,602 (weighted votes).

(3) ILO contribution to United Nations activities for the defence and promotion of human rights: 12,199 (weighted votes).

(4) Need to review and update international labour standards: 12,141 (weighted votes).

(5) Role of the ILO in the elimination of child labour: 11,596 (weighted votes).

8. The Employers' Vice-Chairman remarked that he had been pleasantly surprised by the smooth operation of the secret ballot. He felt, however, that the delegates still needed help with the electronic voting procedure. He suggested that a further trial should be carried out in which delegates would vote simultaneously rather than consecutively and without assistance. The Workers' Vice-Chairman endorsed this view. The Government member of the United Kingdom indicated that more explanation of the procedure for the electronic voting system should be given.

9. In accordance with article 17, paragraph 5(b), of the Standing Orders, the Committee at its fourth sitting set up a Working Party to make recommendations as to the order in which the remaining resolutions before the Committee should be examined.

10. The Working Party was composed as follows:

Government members:	Mr. Melas (Austria); Mr. Qwabe (Swaziland); Mr. Koviazine (Ukraine).
Employers' members:	Mr. Canning (United States); Mr. El-Herrawi (Egypt); Mr. Huttunen (Finland).
Workers' members:	Mrs. Sietaram (Netherlands); Mr. Medor (Senegal); Mr. Zellhofer (United States).

11. At the Committee's eighth sitting, the Government member of Austria, Chairman of the Working Party, announced that the Working Party had met and determined the following order of priority:

(6) Situation in Rwanda.

(7) The informal sector.

(8) Role of tripartism in the face of economic interdependence and the development of democracy.

(9) ILO action on indigenous and tribal peoples during the International Year for the World's Indigenous People.

(10) Globalization, regional integration and international labour standards.

(11) Non-standard and precarious forms of employment.

(12) Promotion of the capabilities of labour administrations and the role of labour ministries in development.

The Committee noted this information.

12. The Employers' Vice-Chairman noted that, as the Resolutions Committee had not been able to progress to the discussion of more than four resolutions last year and would probably not be discussing more than two resolutions this year, it might not always be necessary to form the Working Party to make recommendations as to the order in which the remaining resolutions before the Committee should be examined. He requested the Governing Body to take this point into account when it came to look at the reforms proposed for the Resolutions Committee. He suggested that the Governing Body might want to propose changing the rules in order to give the Committee the option to set up such a Working Party rather than leaving it under an obligation to do so.

13. The Workers' Vice-Chairman took note of the views of the Employers' Vice-Chairman. He also recalled that the functioning of the Resolutions Committee would no doubt have to be discussed in the light of the experiences of the shorter International Labour Conference in 1994 and that, thereafter, the Governing Body should make an evaluation of the results. The Workers' group would be open to participating in such a discussion.

14. The Government member of the United Kingdom, speaking on behalf of several other Government members, agreed with the idea of examining the question at the appropriate stage and in the appropriate forum.

RESOLUTION CONCERNING SOCIAL PROTECTION AND THE ALLEVIATION OF UNEMPLOYMENT AND POVERTY, AND THE SOCIAL DIMENSION OF STRUCTURAL ADJUSTMENT AND TRANSITION TO A MARKET ECONOMY

Presentation of the four original texts

15. Each of the four resolutions which had been merged were presented by their authors as follows.

16. The Government member of the Russian Federation introduced, on behalf of all the co-authors, the resolution concerning the social dimension of structural adjustment and the transition to a market economy. He observed that many of the countries which had launched programmes of structural adjustment and transition to a market economy were facing a number of severe problems, such as hyperinflation, reduction in industrial output, unemployment and bankruptcies, which had resulted in a decrease in the standard of living. The success of such reform programmes would depend largely on reconciling economic reform with social protection. It was important that governments, with the active participation of the social partners, should adopt measures aimed at attenuating the negative consequences of these programmes, especially for the more vulnerable sections of society. The ILO could help in creating appropriate systems of social protection in the countries concerned and should reinforce its cooperation with the international financial institutions (e.g. IMF, World Bank, EBRD) in order that their programmes take into account the need for social protection. In addition, the ILO should take a leading role in the preparation, discussions and follow-up of the World Summit for Social Development.

17. In presenting the resolution concerning the contribution of the ILO to social protection during periods of transition and structural adjustment, the Workers' member of Poland underlined the particular needs of countries such as her own during the period of transition towards a market economy. The transitional period was characterized by high unemployment, extreme poverty, and reduced remuneration and social protection resulting in a deterioration of living conditions. Despite the charter of social rights already established in Poland, not everyone wished to take part in dialogue, even though tripartite dialogue was more effective than going on strike. Many countries, including developing ones, were undergoing structural adjustment and the specific proposals of the resolution would help counteract the resulting social and employment problems.

18. The Workers' member of Costa Rica, introducing the resolution concerning social security, referred to the provisions of the Universal Declaration of Human Rights as well as the Declaration of Philadelphia regarding the right to social protection for all people. He recalled the narrow scope of application of social security schemes in developing countries, which often covered only workers earning wages. He also recalled that most of the population had no social protection, had poor sanitation leading to a high incidence of infant mortality and had no access to health care. Without political will, there was a risk that economic growth would not be accompanied by social development. Different criteria should apply according to whether or not people earned a wage. He therefore called on governments, employers and workers to apply international conventions relating to social security in order to ensure minimum levels of income as well as social protection schemes for all. These should be financed from public funds through traditional institutions such as workers' organizations, mutual-aid institutions and cooperatives, in order to establish social and health services, foster education and promote collective bargaining as well as employment. He called on the Governing Body to give special priority to social protection in the work programme of the ILO.

19. The Workers' member of Spain introduced the resolution concerning the struggle against poverty, exclusion and marginalization on behalf of the co-authors. Poverty was in his view a danger already identified as such by the Declaration of Philadelphia. No section of society should be excluded from the benefits of economic and social development. It was therefore highly auspicious that the Governing Body had approved the Director-General's proposal to make the elimination of poverty a priority for the ILO's work programme for 1994-95 and that the United Nations had decided to convene in 1995 a World Summit for Social Development. The fight against poverty was intimately linked with a policy of free choice of productive employment for all, as provided for by ILO standards. The universal and equal application of these standards was crucial in the prevention of poverty and exclusion. The resolution therefore appealed to the Governing Body to take various forms of action to solve the problems posed by poverty, exclusion and marginalization, in order to equilibrate the differences between North and South.

General discussion

20. The Workers' Vice-Chairman thanked his Worker and Government colleagues for their excellent work in the preparation of the merged text, and proceeded to describe the common denominator that had enabled them to merge the four texts. Using a musical analogy, he stressed the seriousness and importance of the present text, a classical resolution which he saw as an "étude" for the preparation of the 1995 World Summit for Social Development,

covering as it did four main aspects of social protection - poverty and marginalization, structural adjustment, problems of transition to a market economy and concerns over high unemployment. The Workers' group was not wedded to particular sets of words and would be open to various suggestions for amendment so long as they were sensible and in tune with the rest of the text. What counted in particular was the reference to future ILO action in operative paragraph 2, and more particularly in subparagraphs 2(f) to (i). These clauses laid down the ILO's role in preparing for the World Summit for Social Development, as well as its priority programme on the elimination of poverty in the 1994-95 work programme. The Workers' group itself would refrain from proposing any amendments, and individual members of the group would also be encouraged to refrain from doing so.

21. Expressing her Government's support for the resolution, the Government member of the United States stated that the current high rates of unemployment, resulting in economic hardship and waste, were unacceptable. Policies should be introduced both to promote economic growth and employment and to assist those workers adversely affected by changing economic conditions. As Mr. Reich, Secretary of Labor, United States, had pointed out in his address to the plenary session of the Conference, the current recovery in the United States, as elsewhere, was not generating the job growth traditionally seen in periods of recovery. Unemployment remained at nearly 7 per cent, with almost 10 million unemployed and others underemployed or too discouraged to look for work. At the same time, the gap between high-wage and low-wage workers had been growing, and a large number of new jobs were part time. New programmes to help unemployed workers should strike a balance between the need to provide temporary income support and the need to provide the education, training, continuous retraining, employment services and incentives necessary for these workers to find new jobs with adequate incomes. She encouraged members of the Committee to support the resolution and to limit any amendments to form rather than substance.

22. The Employers' Vice-Chairman indicated that his group would not oppose the resolution and would be proposing only a limited number of amendments. Finding sufficient resources for the various forms of protection proposed by the resolution was the fundamental problem. In his Report, Social insurance and social protection, the Director-General had stated that the main constraints were the size of the formal sector and the size of the tax base, which depended upon the state of economic development. Throughout, the Report pointed to the need to create resources through growth. An amendment to the resolution would therefore be necessary to underline the need to promote growth in order to introduce or improve systems of social protection. Furthermore, the Director-General's Report stated that it was not possible for all member States to follow the same path of development and therefore social protection measures could not be uniformly imposed. Finally, he stated that, if the resolution could help the ILO gain greater influence at the 1995 World Summit for Social Development, the Employers' group would support it.

23. The Government member of Germany pointed out that two of the resolutions forming the basis of the merged text had concentrated on the alleviation of unemployment and the elimination of poverty, both having direct implications for the World Summit for Social Development, while the other two resolutions, one of which had been co-authored by his Government, stressed structural adjustment and the transition to a market economy. Merging the texts had given an even greater emphasis to the need for eliminating unemployment, which should be the primary aim of the World Summit for Social Development. A major problem of the present century would be resolved and society would have a greater solidity if poverty could be overcome and if marginalized groups could be integrated into society. The topics on which the World Summit for Social Development would reach conclusions were well

reflected in the present resolution. The Governing Body had recently confirmed that the ILO had a major role to play in the World Summit for Social Development, and the present resolution would make an important contribution towards that objective, particularly because it took structural adjustment and transition to a market economy into account, and therefore was relevant to countries like his own, which was in part affected by these problems.

24. The Government member of the United Kingdom, indicating her Government's strong support for the resolution, stated that no one could deny the importance of the topics covered by it. They were of central interest to a large number of countries, to their governments, employers and workers, and thus to the ILO. While the text of the resolution originally submitted by the Governments of France, Germany, the Russian Federation and Ukraine would have been fully supported by her Government, she would be submitting a number of amendments on some of the wording of the longer and more complex merged text. While she had no difficulty with the general purpose of the present resolution, she issued a caution over the implied or explicit suggestion that the problems were uniform rather than highly differentiated, that social protection should precede and dominate economic growth, that there should be standards of employment before jobs had been created, that exclusion and marginalization were getting worse in all cases, that it was possible to protect societies completely from change, that compliance with specific standards that had not yet been ratified by all countries should be required, and that social protection was free from resource contraints.

25. The Government member of Algeria welcomed the priority that had been given to the resolution, as the most pressing problems of a large part of the world were in the social arena. Sustained and durable economic growth was essential for social development. In the South, macroeconomic factors such as declining terms of exchange, debt-servicing and disinvestment, had led to serious difficulties. The reduction in social services and disintegration of social protection mechanisms, together with the growth of unemployment, were the visible signs of the policies of structural adjustment applied by most developing countries in order to adapt to the laws of the market economy. It would be important to emphasize the need for international action in the operative paragraphs of the resolution. While there had been significant progress in democracy and human rights, economic and social sectors had remained on the sidelines. The struggle against the impoverishment of three-quarters of the world's population should be given top priority, as indicated by operative paragraphs 2(f) to (h) which underlined interdependence and interaction. The World Summit for Social Development would be an ideal forum for dealing with this issue. The ILO should put all its weight behind convincing the financial institutions to adopt a new philosophy in their programmes for economic reform in order to keep the social consequences for developing countries to a minimum.

26. The Government member of the Syrian Arab Republic believed that the resolution took up two very important issues: unemployment and poverty. These closely related problems, frequently the result of structural adjustment and transition to a market economy, should be tackled by all possible means. The ILO should assist the affected countries through technical cooperation. He supported the resolution and appealed to Committee members to amend it only to bring about improvements.

27. The Government member of the Sudan observed that many countries were still suffering from the same problem they had been facing in the 1950s and 1960s, namely poverty. Some had changed from a centralized to a market-oriented economy but without any real progress, and their people were feeling frustrated. Poverty was particularly widespread in rural areas. In the Sudan, the Government had set up many social programmes within its plan

for 1990-93. Increased agricultural credit had improved the situation in the supply of food and water. The Government was obliged to meet an increasing debt-service burden and to face up to pressures on the balance of payments. Nevertheless, many local projects aimed at improving productivity in agriculture had shown very positive results. Employers and workers had cooperated in many of these projects. However, the speaker strongly advocated that social problems could not be solved without considerable external and internal financing. He proposed that one role of the ILO in this regard should be to better inform financing institutions on the problems of poverty and on their solutions, including providing them with the appropriate statistical basis for decisions.

28. The Government member of Japan expressed his support for various elements of the resolution and in particular operative paragraphs 1(d), 2(a) and 2(b). He also described some aspects of his country's experience of structural adjustment. He referred to the special measures taken through legislation adopted in 1959 when there had been a dramatic switch of energy source from coal to oil. These measures had included specific counselling, employment services in remote areas, paid retraining, promotion of housing to encourage employment in industrial regions, special public works programmes to provide temporary jobs and employment adjustment grants to employers. The 1959 law served as a model to cope with unemployment caused by structural change. He then described the inflationary effects of the first oil crisis during which the trade unions had exercised restraint in their wage demands in return for the application of price control policies by the Government. At that time, a "Round table conference on industry and labour" had made possible free and informal discussions which ensured the success of negotiations. The speaker also underlined the difficulties faced by older workers in finding new jobs during periods of change. In Japan, a new employment adjustment subsidy had been introduced to assist employers in depressed areas to maintain continuity of employment. He concluded by stressing the need for employment security, education and training, industrial safety and health, as well as prior consultations between the social partners. He reiterated his country's intention to play a positive role in the World Summit for Social Development and, calling on the ILO to make available to this Summit its expertise in the field of social development, expressed his support for operative paragraph 2(i) of the resolution.

29. The Government member of Nicaragua believed that the resolution should address the consequences of structural adjustment and stabilization programmes. The preamble should be more explicit in pointing out their consequences, some of which were extremely negative. As concerns the World Summit for Social Development in 1995, the resolution should exhort all governments to encourage the ILO to play an effective role in implementing, through the UNDP, programmes in such areas as training, productivity improvement and quality control, to alleviate the effects of structural adjustment. The ILO should not be transformed into a forum where social issues were only discussed. Rather, its role as executor of the social programmes of the United Nations should be reinforced. International labour standards and collective agreements, traditional pillars of the activities of the ILO, formed the basis of economic stability, but were now challenged by the structural adjustment process. As a result, tripartite dialogue had suffered. If the resolution was to be more coherent and effective, it was essential that the active role of the ILO be dealt with in more detail in the operative part. The resolution would contribute to preventing major conflict, for there could be no peace where there was poverty.

30. The Government member of Egypt remarked that the resolution was complex and involved a number of interrelated subjects which were all of interest to her country. In her view, the resolution, especially the

preamble, could be shortened considerably. She believed that, in the present context, structural adjustment and transition to a market economy were different aspects of the same problem. The international dimension should also be considered in the resolution on account of the resulting economic constraints on the realization of comprehensive social protection schemes. The resolution should mention the specific national and regional needs to which social schemes should respond. The financial burden for these schemes should not only be shared between governments, employers and workers at national level but should also be the subject of partnership and shared responsibility at international level.

31. The Government member of China supported the resolution. Many countries were faced by severe problems due to structural adjustment and transition to a market economy. Unemployment and poverty had become widespread in many areas. The ILO should, in accordance with its mandate, assist countries to find solutions to the crisis.

32. The Government member of Austria also identified unemployment and poverty as major problems for most countries. His country therefore supported the resolution. He proposed, however, to modify the operative part of the resolution to include the concept of protection for minorities.

33. The Workers' Vice-Chairman thanked the Employers' group for their constructive attitude. His group was ready to consider any proposals to improve the resolution and he was therefore anxious to see the amendments which would be submitted.

Consideration of amendments

34. Seventy amendments, numbered from D.5 to D.74, were submitted for examination.

Amendments to the preamble

35. The Committee adopted the title and paragraphs 1 and 2 of the preamble of the resolution without amendment.

36. Amendment D.28, submitted by the Government members of Canada, the Netherlands and the United Kingdom, sought to replace paragraph 3 by the following text:

> Stating that each member of society should have the right to social protection where needed,

37. Introducing the amendment, the Government member of the United Kingdom pointed out that the resolution was about extending the basic social protection already mentioned in the Declaration of Philadelphia. This fundamental aim was laudable but it was not realistic to speak of "inalienable right" in many countries which faced insurmountable difficulties in implementing even a very basic system of social protection. Therefore the authors of the amendment wanted to propose a text which was closer to the text of the Declaration of Philadelphia.

38. Amendments D.8, submitted by the Employers' group, and D.52, submitted by the Government members of Egypt, India and Tunisia, also sought to remove the notion that social protection was an inalienable right. They were, more specifically, as follows:

- amendment D.8: delete in paragraph 3 the words "the right to" and replace the words "is an inalienable right of each" by the words "should be extended to every";
- amendment D.58: replace in paragraph 3 the words "the right to social protection is an inalienable right of" by the words "social protection is vital for".

39. The Employers' Vice-Chairman and the Government member of India, respectively introducing amendments D.8 and D.52, stated that they also believed that the words "inalienable right" should be replaced, since rights are established by Conventions and not by this Committee. In some countries, the extension of social protection depended very much on the socio-economic situation.

40. The Government member of Egypt also felt that it was not appropriate to call social protection an inalienable right.

41. The Government member of Sri Lanka, however, did not think that there was any need to amend the paragraph. The use of the word "inalienable" was only to emphasize the importance of social protection.

42. The Workers' Vice-Chairman said that if the word "inalienable" caused problems for the Employers and certain governments, he could suggest other alternatives. He proposed that the paragraph should read:

> Stating that social protection is a right which should be enjoyed by every member of society,

43. The Government members of the Czech Republic and the Russian Federation supported this proposal. Although several other Government members proposed alternative wording to replace the word "enjoyed", the majority of members favoured the proposal of the Workers' Vice-Chairman, which was adopted.

44. Amendment D.9, submitted by the Employers' group, proposed the insertion of a new paragraph 4 worded as follows:

> Noting the Report of the Director-General to the present session of the Conference, entitled Social insurance and social protection, which identifies joint prerequisites for the development of social protection programmes as "full employment, steady economic growth, the existence of functioning financial markets and institutions, stable and democratic political structures, good governance and administration and, above all, a social consensus which supports the redistribution of income",

45. Introducing the amendment, the Employers' Vice-Chairman stated that the objective of this proposed paragraph was to refer to the prerequisites mentioned by the Director-General's Report and which appeared to be non-controversial.

46. The Workers' Vice-Chairman pointed out that the Director-General's Report indicated that "many of the joint prerequisites for their development have been absent" but did not actually say that the factors mentioned were "the joint prerequisites", as the amendment stated. He felt that the

paragraph would be acceptable with the insertion of the word "including" after "programmes" instead of "as".

47. The Government member of the United Kingdom agreed that the mentioned prerequisites might not be the only ones.

48. The amendment as subamended by the Workers' Vice-Chairman was adopted.

49. Paragraph 4 was adopted without amendment.

50. Amendments D.43, submitted by the Government member of the Czech Republic, and seconded by the Government member of Austria, and D.53, submitted by the Government members of Egypt, India and Tunisia, both sought to delete paragraph 5.

51. The Government members of the Czech Republic and Egypt, introducing the amendments, said that they did not believe that the marginalization of urban and rural sectors was a fact in all countries. In any case, not the whole of those sectors were becoming marginalized and it was certainly not as a result of deliberate policies.

52. Their position was supported by the Government members of Algeria, Austria, Tunisia and the United Kingdom.

53. The Workers' Vice-Chairman stated that the paragraph could without great difficulty be improved on the basis of other proposed amendments if the governments concerned withdrew amendments D.43 and D.53.

54. The two amendments were put to a vote by a show of hands. There were 68,510 votes for and 65,400 votes against and 5,460 abstentions. The total number of votes exceeded the 73,944 needed for the quorum. The amendment was therefore accepted and paragraph 5 deleted.

55. As a result, amendments D.10, submitted by the Employers' group, and D.29 and D.30, both submitted by the Government members of the Netherlands and the United Kingdom, which addressed the same paragraph, all fell.

56. Amendment D.44, submitted by the Government member of the Czech Republic and seconded by the Goverment member of Egypt, and amendment D.54, submitted by the Government members of Egypt, India and Tunisia, sought to delete paragraph 6 of the preamble.

57. Introducing the amendment, the Government member of the Czech Republic pointed out that paragraph 6 dealt with only one specific health-care problem in referring to "high disease rates among children" and wondered why this one example should be quoted if others were not.

58. The Government member of Tunisia declared that the principle of universality upon which preambular paragraphs should be based was lost by the reference to "some regions". His Government upheld the principle of universality and was against discriminatory, sectoral measures. Furthermore, it was the World Health Organization that was responsible for drawing up comprehensive health-care programmes wherever they were needed in the world, and not the ILO.

59. The Workers' Vice-Chairman pointed out that paragraph 6 in fact expanded paragraph 5 which the Committee had, unfortunately, just voted to delete. Consequently, it had to be reformulated. Deleting could lead to seriously distorting, or at least dismembering the resolution, when amending

it was quite feasible. Rather than deleting paragraph 6 as well, and hence eliminating from the resolution not only marginalized groups in rural and urban sectors of society but also children, and perhaps references to other vulnerable groups such as women and the elderly, he proposed that the Committee should take a more constructive approach and, if the amendments under discussion were withdrawn, attempt to salvage some of the wording from the previous paragraph, which was acceptable to all, in a reformulated paragraph 6.

60. The Government member of Germany declared that health care, as a part of social protection, was for general application, but recommended deleting the more specific "in particular high disease rates among children".

61. The Government member of Egypt also queried why health care was mentioned when other forms of social protection were not.

62. The Government member of the United Kingdom indicated that, while health care was indeed covered by the WHO, it was also covered in part by the ILO, for example in respect of basic social security schemes providing health care in some developing countries.

63. After the Government member of Australia, seconded by the Government member of Sweden, had suggested that both the broader issue of social protection and the specific issue of health care should be retained, amendments D.44 and D.54 were withdrawn by their sponsors.

64. Amendment D.22, submitted by the Government members of Finland and Sweden, sought to insert the words "for women and children" after the words "limited access to health care".

65. Introducing amendment D.22, the Government member of Sweden invited the Committee to formulate a broader paragraph reflecting the preceding discussion.

66. The Workers' Vice-Chairman proposed the following subamendment:

> Considering the problems arising out of poverty, inadequate social security coverage and limited access to health care,

67. Amendment D.22, as subamended, was adopted.

68. Amendment D.55, submitted by the Government members of Egypt, India and Tunisia, sought to delete the word "high" and the words "pension schemes, and unemployment benefits," from preambular paragraph 7.

69. Introducing the amendment, the Government member of India explained that he had a problem with the definition of "high", which might vary according to different circumstances. Furthermore, "pension schemes" and "unemployment benefits" were included under "social protection" and did not need to be enumerated here.

70. The Workers' Vice-Chairman agreed that "high" could be deleted and, in response to the previous speaker's second point, proposed adding the word "including" before "pension schemes". The Government member of Tunisia found this subamendment acceptable.

71. The Government member of Germany expressed a preference for leaving "high" in the text, as only when unemployment was high were its negative effects perceivable.

72. The Government member of Tunisia found the inclusion of the word "high" inappropriate. Any form of unemployment had a negative effect, not just "high" unemployment. If the word was kept, however, more emphasis should be given to the negative effects.

73. The Employers' Vice-Chairman wished to retain the word "high" before "unemployment", but agreed to the addition of the word "including", as proposed by the Workers' Vice-Chairman.

74. The Workers' Vice-Chairman proposed the following subamendment to amendment D.55:

> Recognizing that high unemployment has a particularly adverse effect on social protection, including pension schemes and unemployment benefits,

75. Amendment D.55, as subamended by the Workers' Vice-Chairman, was adopted.

76. Amendment D.31, submitted by the Government members of the Netherlands and the United Kingdom, sought to replace paragraph 8 by the following text:

> Convinced that economic efficiency, with adequate social protection, is a prerequisite for successful national development, and that economic reforms should also lead to sustainable social progress,

77. Introducing the amendment, the Government member of the Netherlands indicated that it placed the emphasis squarely upon "economic efficiency", rather than on interdependence between economic efficiency and social protection.

78. The Employers' Vice-Chairman gave his full support to the amendment.

79. The Workers' Vice-Chairman stressed that the notion of interdependence was extremely important, and was a prerequisite for successful national development, whereas the amendment under consideration put social protection into second place, and made it dependent on the vague notion of economic efficiency.

80. The Government member of Algeria confirmed that the idea of interaction and interdependence should be retained in the paragraph.

81. The Employers' Vice-Chairman opposed the idea of interdependence, declaring that national development was not dependent upon social protection in any way, although it might eventually lead to an improvement in social protection.

82. The Government member of Tunisia referred to amendment D.56, submitted by the Government members of Egypt, India and Tunisia, but not yet under discussion, which sought to replace "efficiency" by "growth". In his view this idea corresponded more closely with actual circumstances.

83. The Workers' Vice-Chairman proposed the following subamendment to D.31:

> Convinced that economic efficiency and growth, and their interaction with adequate social protection, are imperative for successful national development, and that economic reforms should also lead to sustainable social progress,

This was supported by the Government members of Mexico and Argentina.

84. The Employers' Vice-Chairman proposed a further subamendment to the text above: the replacement of "imperative" by "important prerequisites".

85. Amendment D.31 as subamended by the Workers' Vice-Chairman, and further subamended by the Employers' Vice-Chairman, was adopted, with some reservations on the part of the Government member of Germany.

86. As a result, amendment D.11, submitted by the Employers' group, and amendment D.56, submitted by the Government members of Egypt, India and Tunisia, which addressed the same paragraph, all fell.

87. Amendment D.57, submitted by the Government members of Egypt, India and Tunisia, sought to insert, after paragraph 8, the following new paragraph:

> Noting with concern the constraints faced particularly by developing countries such as an adverse economic environment, scarcity of resources that constitute a major impediment to full realization of a comprehensive social protection scheme,

88. Introducing the amendment, the Goverment member of Egypt referred once again to her intervention in the general discussion, where she had pointed out the bearing the international dimension had in such areas as terms of trade and the debt burden in the difficult environment of developing countries. These constituted "major impediments", and she therefore proposed rendering these words in the plural.

89. The Government member of Cuba supported the amendment.

90. Concerned about the overall balance of the resolution, with the deletions already adopted and the addition now proposed, the Workers' Vice-Chairman suggested introducing "and" before "scarcity", and a reference to "countries in transition" to take account of countries other than developing ones.

91. The Government member of Egypt pointed out that "particularly developing countries" did not exclude any other countries, even developed ones. She proposed that "scheme" could be replaced by "system".

92. The Employers' Vice-Chairman sought clarification on the difference between "scheme" and "system". A short discussion then followed on the wording of the three different language versions of the amendment.

93. The Government member of Namibia proposed to subamend the amendment by inserting "and limited resources" for ", and scarcity of resources" and "comprehensive" by "viable".

94. The Workers' Vice-Chairman further proposed "comprehensive and viable" instead of "viable".

95. Amendment D.57, as subamended, was adopted.

96. Amendment D.58, submitted by the Government members of Egypt, India and Tunisia, proposed the insertion of a new paragraph 10 as follows:

> Commending the strenuous efforts exercised by countries to implement structural adjustment programmes, and noting in this context the adverse effects those programmes have often entailed on social security,

97. Introducing the amendment, the Government member of Egypt drew attention to the efforts made by countries within their structural adjustment programmes and suggested that a reference was needed in connection with the effects of these programmes on social protection. She suggested the insertion of "with concern" after "noting" to reflect the concern of governments.

98. The Workers' Vice-Chairman suggested that such a paragraph would be acceptable if subamended with the words "noting the efforts exercised by" and "regretting the effects".

99. The Employers' Vice-Chairman observed that not only developing countries had made such efforts but also countries in Eastern Europe and elsewhere. He believed the efforts of these countries should be recognized. However, he pointed out that not all programmes of structural adjustment had resulted in adverse effects on social security. Therefore, he suggested that "often" should be replaced by "in many cases" .

100. The Workers' Vice-Chairman proposed a further subamendment, as follows:

> Underlining the importance of the efforts exercised by countries implementing structural adjustment programmes, particularly developing countries, and regretting in this context the adverse effects those programmes have in many cases entailed for social protection,

101. Amendment D.58, as subamended, was adopted.

102. Amendment D.32, submitted by the Government members of Canada and the United Kingdom, proposed the replacement of the existing text by the following:

> Convinced also that the alleviation of poverty is closely linked to the need to promote full, freely chosen and productive employment and that the application of relevant international standards has an important contribution to make in this, particularly in helping disadvantaged groups,

103. Introducing the amendment, the Government member of Canada stated that the authors of the amendment wished to remove the notion of automaticity in relation to the application of international standards. They also wished to remove some of the language which they considered over-dramatic or colourful. They believed that the words "achieved" and "to counter exclusion and marginalization" should be replaced respectively by "promote" and "helping disadvantaged groups".

104. The Workers' Vice-Chairman expressed serious concern that even the simple mention of international labour standards caused opposition among certain delegations. He agreed that "closely" could replace "intimately" while "promote" could be substituted for "achieve", but otherwise would like to keep the rest of the original text. He proposed that the last phrase of the paragraph could read "has an important contribution to make in countering exclusion and helping disadvantaged groups,".

105. The Employers' Vice-Chairman replied that "international labour standards" did not cause him any difficulties but their application was not automatic and was subject to the usual ratification procedures at national level. For various reasons many countries could not apply certain standards. He was therefore prepared to support the amendment. He also wished to know precisely which international labour standards would counter unemployment and exclusion.

106. The Government members of India, Tunisia and the United Kingdom also expressed their support for the amendment with the subamendments proposed by the Workers but wanted to know which international labour standards could counter unemployment and exclusion. Like the Employers' Vice-Chairman, they preferred that the word "relevant" be used in relation to the expression "international labour standards".

107. After some further discussion, the Committee decided to adopt the amendment as subamended as follows by the Workers' and Employers' Vice-Chairmen:

> Convinced also that the alleviation of poverty is closely linked to the need to promote full, freely chosen and productive employment and that the application of all relevant international labour standards has an important contribution to make in countering unemployment and exclusion, and helping disadvantaged groups,

108. As a result of the discussion, amendment D.59, submitted by the Government members of Egypt, India and Tunisia, and amendment D.12, submitted by the Employers' group, which addressed the same paragraph, all fell.

109. Amendment D.45, submitted by the Government member of the Czech Republic, and seconded by the Government member of Austria, sought to replace paragraph 10 of the preamble by the following:

> Noting the importance of dialogue and cooperation between governments and employers' and workers' organizations in establishing a suitable legal framework for social protection and in formulating and carrying out relevant policies,

110. The Government member of the Czech Republic explained that his amendment D.45, seconded by Austria, aimed at recognizing the influence of all the social partners in the establishment of social protection.

111. Since many delegations expressed a preference for the existing text, amendment D.45 was withdrawn by its author.

112. Amendment D.46, submitted by the Government member of the Czech Republic and seconded by the Government member of Austria, aimed at replacing in the text of paragraph 11 of the preamble the words "requires it to contribute" by the words "should contribute". It was adopted with a minor subamendment. The words "requires it to contribute" were replaced by "to contribute".

113. Amendment D.33, submitted by the Government member of the United Kingdom, sought to delete the words ", particularly in situations of structural adjustment" from paragraph 11, but was withdrawn since it was similar to that of the Employers' group.

114. Amendment D.13, submitted by the Employers' group, sought to replace, in paragraph 11, the word "particularly" by "and that its assistance would be especially useful".

115. Introducing this amendment, the Employers' Vice-Chairman said that he wanted to make it clear that the ILO's mandate did not call for the Organization's action in situations of structural adjustment but that any assistance provided by the Organization in these situations would be useful in connection with other aspects of its mandate.

116. This amendment was adopted after being subamended with the replacement of "especially" by "particularly" after a proposal of the Government member of Nicaragua and the Workers' Vice-Chairman.

117. Amendment D.14, submitted by the Employers' group and related to paragraph 12, proposed to replace the words "struggle against" by the words "alleviation of" in line with the wording used in the Director-General's Preface to the Programme and Budget proposals for 1994-95. It was adopted without discussion.

118. Paragraph 13 was adopted without discussion.

Amendments to the operative part

119. Amendment D.60, submitted by the Government members of Egypt, India and Tunisia, sought to replace the words "Calls on governments and, where appropriate, employers' and workers' organizations:" by the words "Invites governments and employers' and workers' organizations:"

120. Introducing the amendment, the Government member of Tunisia indicated that the aim of the co-authors was to show that the responsibility for the measures outlined in operative paragraph 1 should be shared by governments, employers and workers. While the term "calls on" might be appropriate if it was a Convention, and therefore a form of legislation, the term "invites" was more appropriate in a resolution.

121. The Workers' Vice-Chairman and the Employers' Vice-Chairman accepted the term "invites", but explained that "governments and, where appropriate, employers' and workers' organizations" was standard wording for an ILO resolution and should remain, as some of the paragraphs in operative paragraph 1 were relevant only to governments. Indeed, the phrase "where appropriate" was used so that a distinction could be made between the responsibilities of governments and the social partners, where necessary.

122. The Government members of Egypt, India and Tunisia stressed that the three social partners should be put on an equal basis in order to demonstrate the principle of their collective responsibility. This was not an attempt to implicate all the social partners in setting up the legislative framework but a means of illustrating their shared, but differentiated, responsibility.

123. On the suggestion of the Government member of the United Kingdom that the addition of "where appropriate" to amendment D.60 might be acceptable to the co-authors, the Government member of Egypt made a counter-proposal that they would accept "calls on" instead of "invites" if the members of the Committee wishing to add "where appropriate" withdrew their subamendment. She reiterated that the wording should not be such that it put too great a burden on governments, while letting employers and workers take a secondary role, particularly when new social protection schemes were under examination.

124. The Employers' Vice-Chairman pointed out that it was more relevant for the responsibilities of employers and workers to be referred to in specific paragraphs, as was already the case in paragraphs 1(d) and 1(g), where their participation was explicitly called upon. On the other hand, the introductory section of operative paragraph 1 was traditional and he, like the Workers' Vice-Chairman, saw no reason for changing it.

125. The Government member of Egypt proposed that the Committee should continue to discuss the rest of operative paragraph 1 before returning to the introductory section for a decision. However, the Committee rejected this proposal. After further interventions by the Government members of Denmark and Greece, each asking the co-authors of the amendment to accept the subamendment proposed by the Government member of the United Kingdom, the Government member of Tunisia stated that he and his co-authors would agree to this.

126. Amendment D.60, as subamended, was adopted.

127. Amendment D.61, submitted by the Government members of Egypt, India and Tunisia, sought to insert the word "particularly" after the word "dialogue" in operative paragraph 1(a).

128. Introducing the amendment, the Government member of Tunisia pointed out that creating favourable conditions for social dialogue should be a permanent feature of industrial relations rather than a measure that should be taken only during a period of structural adjustment.

129. The Employers' and Workers' Vice-Chairmen found the amendment acceptable. Amendment D.61 was adopted.

130. Amendment D.34, submitted by the Government member of the United KIngdom, and seconded by the Government member of Austria, sought to replace operative paragraph 1(b) by the following text:

> to carry out economic and structural reforms having regard to the interests of all sectors in the population, and taking measures to protect workers in so far as possible against the adverse effects of social change, including by establishing appropriate mechanisms for assisting those displaced by structural adjustment;

131. Introducing the amendment, the Government member of the United Kingdom stated that the changes proposed were less radical than they appeared. Her intention had been not only to maintain the overall aim of the text but also to introduce a more realistic note. The reforms mentioned should be carried out but it would be difficult to protect all workers and every part of society from all adverse effects during the process of structural adjustment.

132. The Workers' Vice-Chairman pointed out that "social change" in the original text of operative paragraph 1(b) should have read "structural change", and that "affected" might be more appropriate than "displaced" in the last line. He proposed to subamend the text as follows:

> to ensure that economic and structural reforms are carried out with due regard to the interests of all sectors of the population, and measures are taken to protect workers against the adverse effects of structural change, including by establishing appropriate mechanisms for assisting those affected by structural adjustment;

133. The Government member of Tunisia, referring to amendment D.62 on the same paragraph, submitted by himself and the Government members of Egypt and India, stated that it sought to simplify the original text by deleting the last part, "by establishing effective mechanisms for assisting those displaced by structural adjustment", which simply repeated the first part of the text in different words.

134. The Employers' Vice-Chairman found the amendment, as proposed by the Government member of the United Kingdom and subamended by the Workers' Vice-Chairman, acceptable, and proposed to subamend it further by adding "such as vocational training and skills development programmes" after the word "mechanisms".

135. The Government member of Nicaragua stated that the amendment would only be acceptable if it included an indication that the measures outlined in the paragraph should be carried out in relation to the degree of development in each country, as sometimes countries became the victims of the structural adjustment programmes they were obliged to apply. This point of view was supported by the Government member of Tunisia.

136. The Workers' Vice-Chairman found the previous speaker's proposal unacceptable, as it would imply establishing a principle of different levels of application. The words "where appropriate" allowed for differences that might arise in practice when a principle was being applied in different countries or groups of countries.

137. The Government member of the United Kingdom also expressed her concern over introducing into an ILO text the idea that countries at different levels of development should be able to apply measures in different ways. She suggested reinserting "in so far as possible" to take account of the problems expressed.

138. The Workers' Vice-Chairman suggested the wording "as effectively as possible" instead of "as far as possible".

139. The Government member of Nicaragua returned to his earlier point that reference should be made to the capability of a government to deal with problems in relation to the degree of the development of the country. The measures might be appropriate, but could they be implemented or not?

140. The Government member of Denmark noted that the Committee was embarking on a serious and difficult discussion which was not within its domain. The question of the interpretation of international labour standards or human rights according to the level of development would be discussed in other ILO fora as well as at the World Conference on Human Rights at Vienna and later in the General Assembly of the United Nations in New York. The idea of a double standard had no place in the text of an ILO resolution.

141. The Employers' Vice-Chairman, and the Government members of Ireland and Sweden supported the previous speaker's position and urged the Committee to follow the compromise proposed by the Government member of the United Kingdom.

142. The Government member of India refused to accept the position of some of the earlier speakers that the current discussion was not relevant and that certain topics did not fall within the purview of the discussion. He pointed out that what was being discussed was the text of the resolution and the discussion should not be restricted to labelling certain matters as irrelevant or not within the scope of the discussion. He supported the proposed compromise.

143. The Workers' Vice-Chairman proposed to replace "in so far as possible" by "to the extent possible". The text would then read:

> to ensure that economic and structural reforms are carried out with due regard to the interests of all sectors of the population, and measures are taken to protect workers to the extent possible against the

> adverse effects of structural change, including by establishing appropriate mechanisms, such as vocational training and skills development programmes, for assisting those affected by structural adjustment;

144. Amendment D.34, as subamended by the Workers' Vice-Chairman and the Employers' Vice-Chairman, was adopted.

145. As a result, amendments D.15, submitted by the Employers' group, D.47, submitted by the Government member of the Czech Republic, and D.62, submitted by the Government members of Egypt, India and Tunisia, which addressed the same paragraph, all fell.

146. Amendment D.48, submitted by the Government member of the Czech Republic, and seconded by the Government member of Austria, sought to delete paragraph 1(c). On introducing the amendment, the author said that he had found the first and last parts of the paragraph inconsistent. However, he proposed to withdraw his amendment in order to allow further discussion.

147. Amendment D.35, submitted by the Government members of the Netherlands and the United Kingdom, sought to replace the words "to make the struggle against unemployment and poverty a principal goal" by the words "to make the fight against poverty and unemployment and the need to promote job growth principal goals".

148. Introducing the amendment, the Government member of the Netherlands stated that the rewording reflected the earlier discussions on parts of the preamble, and gave expression to the idea that the promotion of job growth was a prerequisite for the fight against poverty to be successful.

149. The Workers' Vice-Chairman proposed replacing "job growth" by "job creation". This was widely supported by members of the Committee, and amendment D.35, as subamended, was adopted.

150. The Government member of Sweden withdrew amendment D.23, submitted by himself and the Government member of Finland.

151. Amendment D.16, submitted by the Employers' group, sought to make three amendments. However, the first and second points had fallen by virtue of the adoption of amendment D.35.

152. Introducing the third part of the amendment, the Employers' Vice-Chairman drew attention to amendments D.36 and D.63, submitted by the Government member of the United Kingdom and the Government members of Egypt, India and Tunisia, respectively. All three documents sought to delete the last part of the paragraph, "and avoid accentuating poverty, exclusion and marginalization", as it did not make sense in relation to the first part of the paragraph as it stood. The authors of the amendments, together with the Government members of the Netherlands, Nicaragua and Sweden, pointed out that there was no logic in the present ordering of ideas.

153. The Government member of the United Kingdom proposed to subamend the phrase by substituting "which reduce" for "avoid accentuating poverty".

154. Amendment D.16(iii), as subamended, was adopted.

155. Amendment D.17, submitted by the Employers' group, sought to replace operative paragraph 1(d) by the following text:

to develop, where appropriate, with the participation of workers' and employers' organizations, policies for economic growth and employment generation which will contribute to the strengthening of social protection systems, especially for the most vulnerable groups of the population;

156. Introducing the amendment, the Employers' Vice-Chairman declared that the aim of his group had been to make the paragraph more positive and 6urposeful, while maintaining most of its substance.

157. The Workers' Vice-Chairman suggested that it would be more sensible to place "as appropriate" further down in the paragraph, after "with the participation of workers' and employers' organizations", and to delete "will".

158. The Employers' Vice-Chairman accepted the first subamendment but wanted to retain the forward-looking "will" in the paragraph.

159. Amendment D.17, as subamended, was adopted.

160. As a result, amendment D.5, submitted by the Government member of Austria, fell.

161. Amendment D.49, submitted by the Government member of the Czech Republic, and seconded by the Government member of Austria, sought to replace the words "taking account of" by "taking into account" in operative paragraph 1(e). In the author's view, the change was self-explanatory.

162. The Employers' Vice-Chairman and Workers' Vice-Chairman stated that the amendment was acceptable to them, provided that it did not have any unforeseen effect on the rest of the paragraph.

163. Amendment D.49 was adopted.

164. Amendment D.64, submitted by the Government members of Egypt, India and Tunisia, sought to delete the words "income distribution" from operative paragraph 1(e).

165. Introducing the amendment, the Government member of Tunisia explained that, without a clearer description of what exactly was meant by "income distribution", the phrase was redundant. On the other hand, the co-authors could accept the idea that structural adjustment programmes might have a negative impact on the "employment and well-being of the whole population". A further anomaly in the original draft text was the notion of integrating social protection measures into the "initiation, design and implementation" of structural adjustment programmes, since in some countries such programmes were already under way.

166. The Workers' Vice-Chairman stressed that account should be taken of the three main areas in which social protection measures could have an impact - employment, income distribution, with its implications for a fair society, and the well-being of the whole population.

167. The Employers' Vice-Chairman had initially had no problem with the words "income distribution", as he had viewed them in the context of the title of the resolution, which concerned social protection. He sought reassurance that this was in fact the case.

168. The Government member of Denmark strongly supported the original draft text. In his view it was a matter of fact that social protection

measures applied in conjunction with structural adjustment programmes would have an impact on income distribution and would thereby alleviate poverty.

169. The Government members of Sweden and Nicaragua also expressed their support for the original text, as fair income distribution was basic to the alleviation of poverty.

170. The Employers' Vice-Chairman proposed substituting "alleviation of poverty" for "income distribution" in order to take the various objections into account. The Workers' Vice-Chairman then proposed that the full phrase should read "taking into account their impact on employment, poverty and well-being". The Government member of the United Kingdom preferred to substitute "incomes" for "poverty" in this subamendment. Finally, the Workers' Vice-Chairman suggested the wording, "taking into account their impact on employment, incomes, poverty and the well-being of the whole population".

171. The Government member of Tunisia, in a spirit of compromise, agreed to the subamendment.

172. Amendment D.64, as subamended, was adopted.

173. Amendment D.65, submitted by the Government members of Egypt, India and Tunisia, sought to replace operative paragraph 1(f) by the following text:

> to extend social protection as an important element of a wider economic and social development strategy with a view to establishing a social assistance mechanism to alleviate the consequences of poverty;

174. Introducing the amendment, the Government member of India explained that the difficulty of the original draft text lay in the exact meaning of "economic income" and the word "ensure", which incorporated the idea of placing an obligation on governments to provide such an income. However, he said that his amendment retained the link between social protection and the establishment of a social assistance mechanism.

175. The Workers' Vice-Chairman found the amendment acceptable as a basis for further work. He pointed out that "economic income" expressed the idea found in paragraph III(d) of the Declaration of Philadelphia: "a minimum living wage to all employed and in need of such protection", or better still in paragraph III(f): "a basic income to all in need of such protection". He proposed subamending the amendment by inserting the following words after "with a view to": "providing a basic income to all in need of social protection and". He also proposed changing "a social assistance mechanism" to the plural.

176. The Government member of Nicaragua strongly disagreed with the proposed subamendment. It was essential to take into account the different economic capacities of countries, as not all of them could guarantee basic income support. The Report of the Director-General had established a clear distinction between developing countries and developed countries in this respect.

177. The Workers' Vice-Chairman replied by saying that he was only proposing a form of wording that was already in the Declaration of Philadelphia, which was annexed to the Constitution of the International Labour Organization. He also referred to page 79 of the Report of the Director-General, Social insurance and social protection, where a "basic universal support system" was suggested by way of a direction in which countries should be moving in terms of social protection.

178. The Government member of Sweden, while understanding the point made by the Government member of Nicaragua, pointed out that there were two qualifying phrases in this case. The first was "with a view to", while the second was the word "invites" in the introductory section of the operative part of the resolution. The Government member of Denmark also expressed his support for the subamended amendment.

179. The Employers' Vice-Chairman further underlined that, from the start, the Organization had recognized the different levels of development of countries. He quoted from paragraph V of the Declaration of Philadelphia as follows:

> The Conference affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilized world.

180. The Government member of Tunisia agreed to accept the subamendment proposed by the Workers' Vice-Chairman. Amendment D.65, as subamended, was adopted.

181. As a result, amendment D.18, submitted by the Employers' group, D.50, submitted by the Government member of the Czech Republic, and D.74, submitted by the Government member of the United States, all of which addressed the same paragraph, fell.

182. Amendment D.66, submitted by the Government members of Egypt, India and Tunisia, sought to replace operative paragraph 1(g) by the following text:

> to promote the management of social protection schemes, based on the principles of shared responsibility and taking into account the various limitations and socio-economic specificities;

183. Introducing the amendment, the Government member of Tunisia referred to the consistent approach adopted by himself and his co-authors in stressing the principle of shared responsibility between the social partners and the need to take socio-economic specificities into account. Their aim was to contribute towards making a more realistic resolution that was not confined to provisions which many countries would not be able to implement.

184. The Workers' Vice-Chairman hoped that the explanations and quotations given by certain members of the Committee had helped to allay some of the fears expressed by the previous speaker. He reiterated that the principles referred to in the resolution outlined the direction in which countries should be moving, and confirmed that everyone understood the particular and specific economic circumstances of different countries. He went on to express his concern that the principle of solidarity had been dropped, even though it was referred to in the Report of the Director-General and was not contested in principle. He also wished to restore the idea of participation by employers' and workers' organizations, which had been in the original draft text. On the other hand, he would be happy to drop the words "the management of".

185. The Government member of Algeria also asked if "the management of" could be deleted for clarity and the principle of solidarity could be restored.

186. The Government member of Germany stated that the concerns of the co-authors of the present amendment were dealt with in the original draft text, in that "insurance" cover could be extended only in relation to contributions received. The notion of solidarity was also present.

187. The Government member of Denmark supported the original draft text, pointing out that it did not specify any level or time for the social protection schemes promoted. Furthermore, it referred to the participation of employers' and workers' organizations.

188. The Government member of Tunisia agreed to the deletion of "the management of" and suggested subamending the text by adding "within a framework of active solidarity" after "social protection schemes".

189. The Employers' Vice-Chairman said that his group's only problem with the paragraph had been the words "the management of", as indicated by amendment D.19. He understood that the statement "based on the principles of shared responsibility" in the present amendment referred to its shared responsibility by the members of the community. He, too, wished to see some reference to the principle of insurance in this paragraph.

190. After a short break for discussion, the Workers' Vice-Chairman indicated that a large majority of the Committee seemed to be in favour of retaining the original text. He suggested that the Committee should move to a discussion of amendment D.19, which sought the deletion of "the management of".

191. The Government member of India proposed the following subamendment:

> ... to promote social protection schemes, based on the principles of insurance, solidarity and shared responsibility with the participation of employers' and workers' organizations.

192. Amendment D.66, as subamended, was adopted.

193. As a result, amendment D.19, submitted by the Employers' group, fell.

194. Amendment D.67, submitted by the Government members of Egypt, India and Tunisia, sought to replace the text of paragraph 1(h) by the following:

> to review their economic and social policies in the light of their contribution to the eradication of unemployment;

195. The Government member of India, inroducing the amendment, pointed out that his proposed text was self-explanatory and sought to avoid a repetition of what appeared elsewhere in the resolution.

196. The Government member of Mexico supported the existing text.

197. The Government member of the United Kingdom proposed the addition, at the end of the sentence, of the words "and the promotion of full, freely chosen and productive employment, through sustained economic growth and development, and having appropriate regard to the principles of all relevant international labour standards".

198. The Employers' Vice-Chairman quoted from the text of Convention No. 122 to show that countries should "promote full, productive and freely chosen employment".

199. The Government member of Denmark supported the subamendment proposed by the Government member of the United Kingdom, as well as the statement made by the Employers' Vice-Chairman.

200. The Workers' Vice-Chairman felt that, in this case, the word "appropriate" should be deleted.

201. Amendment D.67, as subamended, was adopted. As a result, amendments D.20, submitted by the Employers' group, and D.37, submitted by the Government members of Canada and the United Kingdom, which sought to amend the same paragraph, fell.

202. Amendment D.38, submitted by the Government members of Canada, the Netherlands and the United Kingdom, which sought to delete from paragraph 1(i) the words "to cooperate in the ILO", was adopted without discussion.

203. The introductory section of paragraph 2 was adopted without discussion.

204. Amendment D.6, submitted by the Government member of Austria, which sought to amend paragraph 2(a), was withdrawn by the author.

205. Amendment D.68, submitted by the Government members of Egypt, India and Tunisia, sought to replace paragraph 2(b) by the following text:

> to promote adequate advisory services and technical cooperation for the development of mechanisms of social protection in developing countries and those countries which have embarked on the transition to a market economy or are engaged in the process of structural adjustment;

206. The Government member of Tunisia, introducing the amendment, stressed that it was important in the context of this paragraph to mention the beneficiaries: developing countries.

207. The Government member of the Russian Federation had no objection to amendment D.68 except that it omitted the reference to "monitoring the social situation" in the countries concerned.

208. The Government member of the United Kingdom was concerned by the financial implications that this paragraph might have for the ILO. The use of "adequate" in this context was not realistic. It would be possible for the ILO to monitor the situation in a representative sample of countries, but not in all countries.

209. The Workers' Vice-Chairman believed that it was important for the ILO to monitor the situation in the countries concerned. The Governing Body would not ask the Director-General to initiate activities without the corresponding funds. The monitoring of a representative sample would be discriminatory. It would be better to monitor the overall situation in all the countries concerned.

210. The Government members of Algeria and Mexico asked what was the aim of this monitoring and how this was to be done. They thought that the important point was that the ILO should support countries with a technical cooperation programme. No monitoring system other than the existing ILO supervisory bodies was necessary.

211. The Government member of Germany said that the deletion of "adequate" was not enough. The ILO already observed the situation in all countries and collected statistics and other information. It might be

impossible for the ILO to place a monitoring consultancy service in every country but there must be ways to link the monitoring to technical cooperation and advisory services.

212. The Government member of Denmark also agreed to delete "adequate". He referred to the need to evaluate the effective use of resources made available for technical cooperation. He believed that the insertion of the words "developing countries" in the original text would satisfy the wishes of the Government members of Egypt, India and Tunisia.

213. The Employers' Vice-Chairman referred to Article 10 of the Constitution of the ILO to point out that the Office had to gather information about the situation in relation to labour and therefore the "monitoring" of the social situation was nothing new.

214. The Government members of India, Nicaragua, Mexico and the Sudan did not agree with suggestions to delete "adequate" since advisory services and technical cooperation should be of adequate quality and volume for the needs of the countries concerned.

215. The Government member of the Sudan also supported the insertion of a reference to "developing countries" and "monitoring".

216. The Workers' Vice-Chairman identified the elements which he thought the Committee as a whole could accept in this paragraph and made a proposal based on amendment D.68, which included the promotion of advisory services and technical cooperation and the monitoring of the social situation in the countries concerned.

217. This text, considerably modified during a recess called by the Chairman, was adopted by the Committee. It replaced the reference to "monitoring" by the words: "and to analyse their effectiveness in improving social protection in these countries". As a result amendments D.39, submitted by the Government members of Canada, the Netherlands and the United Kingdom, and D.40, submitted by the Government member of the United Kingdom, on the same paragraph, were not discussed.

218. Amendment D.69, submitted by the Government members of Egypt, India and Tunisia, aimed at the replacement of paragraph 2(c) by the following:

> to assist governments in introducing programmes of social protection in their economic, labour and social development;

219. The Government member of India explained that the intent of the amendment was to streamline the text in order to express the needs of the beneficiary governments while leaving out the wording on "promotion of democracy", which was vague in its meaning and did not seem to belong there.

220. The Government member of Austria suggested the addition of "in conformity with international labour standards" but the Employers' Vice-Chairman was against this suggestion.

221. The Government member of the United Kingdom proposed alternative wording which had already been used in the resolution but regretted that the expression "active labour market policies" had been omitted by the authors of the amendment.

222. The Workers' Vice-Chairman said that he could reluctantly agree to leave out in this paragraph the references to "promotion of democracy" and also to "international labour standards", although the Workers' group

supported the amendment made by the Government member of Austria. He suggested replacing the word "introducing" by "incorporating". In addition, he proposed adding the word "market" after "labour", so that the text would read:

> to assist governments in incorporating programmes of social protection in their economic, labour market and social development policies;

223. This proposal was accepted and amendment D.69 as subamended was adopted. Consequently, amendment D.7, submitted by the Government member of Austria, fell.

224. Amendment D.24, submitted by the Government members of Canada, Finland and Sweden, which sought to delete the word "necessary" from paragraph 2(d), was adopted by the Committee without discussion.

225. Operative paragraph 2(e) was adopted without amendment.

226. Amendment D.21, submitted by the Employers' group, sought to replace the words "struggle against" with the words "problems of", and to replace the word "is" with the word "are" in paragraph 2(f).

227. Introducing the amendment, the Employers' Vice-Chairman stated that his group had wanted to focus on what should be given attention. It was, therefore, more accurate to talk about the "problems of poverty, marginalization and exclusion" rather than "the struggle against poverty, marginalization and exclusion".

228. The Workers' Vice-Chairman agreed to the proposed wording.

229. On a question from the Government member of the United Kingdom as to whether amendment D.41 would fall if amendment D.21 was adopted, the Employers' Vice-Chairman agreed to withdraw amendment D.21.

230. Amendment D.41, submitted by the Government members of Canada, the Netherlands and the United Kingdom, sought to replace the words "the struggle against poverty, marginalization and exclusion" by the words "the fight against poverty and unemployment, and the need to promote job growth and access to employment and social protection for disadvantaged groups" in operative paragraph 2(f).

231. Introducing the amendment, the Government member of the United Kingdom stated that she would have no problem in substituting "the problems of" for "the fight against" in the present amendment. The aim of the amendment had been to include a number of positive goals into the paragraph to counterbalance the more negative ideas in the first part of the paragraph.

232. The Workers' Vice-Chairman said that, as "marginalization" had been omitted from certain earlier paragraphs, he could accept its omission here. However, he would like to retain a reference to "exclusion", as it also appeared in a preambular paragraph and referred to the actual situation in many countries, including industrialized countries. He suggested replacing "job growth" by "job creation". He proposed subamending the amendment as follows: "the problems of poverty, exclusion and unemployment, and the need to promote job creation and access to employment and social protection for disadvantaged groups, are given".

233. The Government members of the United Kingdom and Canada agreed with the proposal and asked if the co-authors of amendment D.70 could also accept it.

234. The Government member of India, on being reassured that the idea of "exclusion" had been retained in redrafted preambular paragraph 9 (new preambular paragraph 11), and the Government member of Tunisia accepted the subamendment.

235. Amendment D.41, as subamended, was adopted.

236. As a result, amendment D.70, which addressed the same paragraph, fell.

237. Amendment D.26, submitted by the Government member of Angola, was withdrawn.

238. Amendment D.27, submitted by the Government members of Canada and the United Kingdom, sought to replace the words "in order to ensure that" by the words "with a view to having".

239. Introducing the amendment, the Government member of the United Kingdom explained that the amendment related to procedure rather than policy. The words "in order to ensure that" implied that it was within the power of the ILO to direct the work of the World Bank and the International Monetary Fund, which was clearly not the case. The words "with a view to having" reflected the idea of what the ILO should be attempting to achieve.

240. After a discussion on the interpretation of various alternative subamendments proposed by the Workers' Vice-Chairman and the Government members of the United Kingdom and Germany, the Employers' Vice-Chairman declared that the wording of the amendment best expressed the views of the previous speakers.

241. Amendment D.27 was adopted.

242. Amendment D.71, submitted by the Government members of Egypt, India and Tunisia, sought to replace, in operative paragraph 2(g), the words "ensure that their programmes of assistance take into account the need for social protection" by the words "mitigate the adverse effects of structural adjustment programmes and to ensure that their programmes of assistance provide the necessary financial resources for social protection to be extended to the vulnerable groups".

243. Introducing the amendment, the Government member of Tunisia explained the point of view the co-authors had consistently presented in their amendments. They considered that structural adjustment programmes were imposed by international financial institutions, especially the IMF. Earlier they had sought to include references to the effects of structural adjustment programmes in the resolution. Likewise, in this paragraph they were proposing wording that would ensure that a solution was found to mitigate these effects. Social protection schemes required a considerable amount of financial backing, and it was the international financial institutions which could best support developing countries attempting to launch such programmes.

244. The Government member of Sweden agreed with the need to mitigate the effects of structural adjustment programmes, and said that it was important to make this point in the appropriate way to the governing bodies of the financial institutions. The original draft text of the paragraph reflected

the need for the ILO to provide input on social matters, just as the WHO programme on AIDS provided inputs to World Bank programmes.

245. The Workers' Vice-Chairman noted that, while the original draft text outlined what the programmes of the financial institutions should take into account, amendment D.71 seemed to be talking about what the ILO should do. He would listen with interest to further discussion on the amendment, but proposed a subamendment to aid such discussion. He proposed adding at the end of the original draft paragraph the words "and thus contribute to mitigating the adverse effects of structural adjustment programmes".

246. The Government member of Tunisia stated that everyone knew the focal point of the ILO was social protection. This objective should be implemented, but resources were necessary in order to do so. The present amendment was therefore logical, as it was surely part of the activity of the ILO, through its relationship with the financial institutions, to secure such resources.

247. The Government member of Germany pointed out that, through amendment D.27, the Committee had rejected the notion that the ILO could "ensure" that the social component was taken into account by the financial institutions. The present amendment sought to "ensure" that financial resources should be provided. As it was not within the ILO's power to "ensure" that another organization should follow a particular course, he asked the co-authors of the amendment to examine the subamendment proposed by the Workers' Vice-Chairman.

248. The Government member of the United Kingdom supported the views of the previous speaker. Whatever the ILO might want to do, it was not certain to be able to do it. On the other hand, it was possible for the ILO to increase its links and influence with these institutions, and this idea was present in the subamendment of the Workers' Vice-Chairman, which combined a sense of purpose with a sense of pragmatism.

249. The Employers' Vice-Chairman then proposed adding the following words after the semi-colon at the end of paragraph 2(g): "this cooperation should aim to mitigate the adverse effects of structural adjustment programmes". The wording was acceptable to the Workers' Vice-Chairman.

250. The Government member of Denmark preferred to remain with the subamendment made by the Workers' Vice-Chairman, but suggested replacing "and thus" by "in order to".

251. The Government member of Tunisia found some contradiction in the approach of the Committee in that when he and his co-authors had mentioned objectives that were impossible for their countries to fulfil, the Committee had responded that they could be fulfilled at some future date. Here the reverse was the case. It was of highest importance that the idea of securing financial resources should be maintained in this paragraph.

252. The Government member of India proposed the following sub-subamendment: "and thus contribute financial resources to mitigating the adverse effects of structural adjustment programmes".

253. The Employers' Vice-Chairman pointed out that there was a need to clarify the various messages under discussion and to agree on a form of words which had a definite meaning and could be implemented. On the one hand there was the idea of inviting the Governing Body of the International Labour Office to instruct the Director-General to carry out the actions listed in the operative part of the resolution, and on the other hand there was the question of who would make available the financial resources required to mitigate the adverse effects of structural adjustment programmes.

254. The Government member of Sweden stressed that the question of financial resources was a separate issue, as countries could negotiate with the lending institutions in respect of the use to which they put a loan. In this paragraph, it was important to concentrate on developing close cooperation with the international financial institutions.

255. The Government member of India declared that he would not insist on maintaining amendment D.71, but repeated that the provision of resources by the international financial institutions was essential if social protection was to be extended to the vulnerable groups.

256. Finding that there was no opposition to the subamendment proposed by the Workers' Vice-Chairman, the Chairman declared that paragraph 2(g) was adopted as follows:

> to develop, intensify and institutionalize close cooperation with the international financial institutions such as the IMF, the World Bank, the regional reconstruction and development banks and other international bodies concerned with a view to having their programmes of assistance take into account the need for social protection, and thus contribute to mitigating the adverse effects of structural adjustment programmes;

257. Amendment D.51, submitted by the Government member of the Czech Republic, and seconded by the Government member of Austria, proposed to delete paragraph 2(h).

258. In introducing the amendment, he said that he had no objection to the substance of this paragraph. If the ILO Programme and Budget provided for activities on any topic, then, an evaluation of these activities must be carried out. Therefore, it was not necessary to have this paragraph in the resolution.

259. The Workers' Vice-Chairman pointed out that there was an internal balance in the resolution with the last four operative paragraphs covering the work of one or more institutions. The one under discussion was intended to guide the ILO. The Workers' group did not want to lose that balance and appealed to the author to withdraw the amendment.

260. The Government member of Germany agreed with the Workers' group. He believed there was no harm in highlighting what the Director-General would no doubt undertake in any case. The Government member of Sweden also agreed with this position.

261. The Government member of the Czech Republic again pointed out that he was not against the substance of the paragraph, and withdrew the amendment.

262. Amendment D.72, submitted by the Government members of Egypt, India and Tunisia, proposed to delete from paragraph 2(h) the words "including proposals concerning ILO work and standards, as appropriate".

263. The Government member of India introduced the amendment and remarked the phrase which he wanted deleted singled out standards among all the other means of action of the ILO. Otherwise, he could agree with the paragraph.

264. The Workers' Vice-Chairman replied that the reference to standards was a matter of fact, not a proposal for new standards. Any activity should be evaluated in the light of its implications for all ILO work, including standard setting and revising standards, technical cooperation, research and so on. He proposed alternative wording as follows: "including research and analysis, technical cooperation, standards and other work, as appropriate".

265. The Employers' Vice-Chairman said that he was also inclined to join those who wanted to delete "standards" since he was not clear as to which standards the text was referring to in the context of the alleviation of poverty. He could, however, accept wording such as "including standards" or "which may include" and wanted to replace "struggle" by "alleviation".

266. The Government member of the United States stated that she had supported the resolution from the outset and that she favoured the original text of the paragraph in question. She could not support the amendment and agreed with the Workers as to the need for constant evaluation of standards. She could also accept words such as "including standards" but not "may include". The Government member of Sweden supported this position.

267. The Government member of India pointed out that he was definitely not against evaluation of ILO activities but was not happy with singling out standards when the ILO had other important areas of work as well including for example technical cooperation.

268. The Government member of Denmark could not accept the word "may" in this context.

269. The Government member of the United Kingdom had no problem with the Workers' position, as it reflected the fact that it was too early to know the nature of the proposals which would be made. However, she would also like to alter the word "struggle" which appeared in the original text to reflect similar changes already agreed elsewhere in the text.

270. Finally the following compromise text, proposed by the Workers' Vice-Chairman, which was adopted by the Committee, took account not only of amendment D.72 but also of most of the proposed subamendments:

> to monitor closely the contribution of ILO activities to the alleviation of poverty, which is one of the priority objectives in the 1994-95 programme, and to present a final evaluation at the end of the biennium, with appropriate proposals concerning research and analysis, technical cooperation, standards and other ILO work;

271. Amendment D.25, submitted by the Government members of Finland and Sweden which sought to delete the word "necessary" from paragraph 2(i), was adopted without discussion.

272. Amendment D.73, submitted by the Government members of Egypt, India and Tunisia, sought to replace, in paragraph 2(i), the words "promotion of full, freely chosen and productive employment, social protection and freedom of association" by the words "eradication of unemployment and social protection".

273. The Government member of India, introducing the amendment, said that the resolution emphasized the alleviation of poverty and social protection. He strongly felt that the expression "freedom of association", which just cropped up as the last words of the resolution, and was not discussed in any substantive manner, was out of context and therefore should be deleted.

274. The Workers' Vice-Chairman explained that this last paragraph of the resolution was intended to guide the ILO in its essential role in the work of the World Summit for Social Development and its follow-up. Freedom of association was, in his view, a central aspect of the ILO's action. He could not accept to delete this reference.

275. The Government member of Germany declared that he expected the ILO's contribution at the World Summit to reflect the tripartite structure of the Organization. In this context, he felt that "freedom of association" was an essential factor in social development since governments needed the contribution of the social partners in the creation of employment and the eradication of poverty.

276. The Government member of France observed that the deletion of the reference to "freedom of association" would send the wrong message to the rest of the Conference and to public opinion. This was what the ILO stood for. He appealed to the authors of the amendment to withdraw it. He was supported by the Government members of Argentina, Sweden and the United Kingdom.

277. The Government member of India emphasized again that he was not at all against the principle of freedom of association. However, what he questioned was adding it when there was no earlier reference in the text or in the discussions to this aspect and the thrust of the resolution was only on structural adjustment and poverty.

278. The Employers' Vice-Chairman suggested that words could be inserted to specify that the issues mentioned at the end of the paragraph, including freedom of association, were derived from the mandate of the ILO.

279. The Government member of Tunisia agreed with this suggestion and observed that freedom of association was enshrined in his country's legislation.

280. The paragraph as subamended was adopted and read as follows:

> to take measures to ensure the essential contribution of the ILO, through its tripartite structure, in the preparation, convening and follow-up of the World Summit for Social Development, giving particular emphasis to issues within the scope of the mandate of the ILO which include the elimination of poverty, the promotion of full, freely chosen and productive employment, social protection and freedom of association.

281. The operative part of the resolution was adopted as amended.

Adoption of the resolution

282. The resolution concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy was adopted, as amended, by consensus.

RESOLUTION CONCERNING THE COMMEMORATION OF THE 75TH ANNIVERSARY OF THE INTERNATIONAL LABOUR ORGANIZATION

Presentation of the resolution

283. Introducing the resolution, the Employers' member of France noted that in 1994 the ILO would be commemorating not only its 75th anniversary but also the 50th anniversary of the Declaration of Philadelphia. This important event should be regarded not only as a celebration but also as a chance for

the Organization to look towards the future. He recalled that the authors of the Declaration of Philadelphia, meeting towards the end of the Second World War, did a fine job in establishing a new direction for the ILO. If we were to re-read the text of the Declaration, we would see that the immediate post-war years were a time of illusions and that the social situation was just as serious at present as it had been in those years. There had been a brief period of hope during 1989-90, with the collapse of the totalitarian communist system and the end of the Berlin Wall. However, although this might have put an end to ideological conflicts, political tensions remained. In addition, all countries were facing problems linked to structural adjustment, with their different social consequences for which the ILO was responsible for finding solutions.

284. All agreed that, at the close of the twentieth century and the start of the next one, the Organization had a unique opportunity to see where it stood. The Director-General had already decided to devote the 81st Session of the International Labour Conference in 1994 to a review of the fundamental objectives of the ILO, a decision that had not been known when the resolution was drafted. It was also an opportunity for all member States of the ILO, as well as for employers and workers, to contribute their own ideas. The resolution was not based on the views of the Employers' group; it was a procedural resolution that did not intend to dictate the content of the 1994 discussion. The 81st Session of the International Labour Conference could become a milestone, as had the Declaration of Philadelphia. The reconciliation of the objectives of the different groups would be in accordance with the spirit of tripartism. It was not a question of adopting the draft resolution as it stood but this group was open to discuss constructive amendments. A main aim was to make an appointment for discussion in 1994. A second stage would be to consider the Organization's means of action, including standards, meetings, technical committees, technical cooperation, publications, and the exchange of ideas, which should all contribute to its objectives. The resolution strove to be neutral in content, and was open to amendment or improvement. Above all, it should be the subject of broad consensus.

General discussion

285. The Employers' member of France thanked all the delegations who had voted for this resolution and helped give it a high priority. This resolution was not meant to be a "war machine" against the ILO, the Director-General or the Workers. The Employers' group intended it to be a reaffirmation of their continued commitment to the fundamental values of the Organization. They believed also that the resolution would reinforce the initiatives taken by the Director-General and that it would allow a renewal of the dialogue with the Workers' group on the future role of the ILO. The objective of the resolution was not to impose the views of the Employers on the Conference but rather to set the scene for the full debate which would be held in 1994. It was meant to start a thinking process which might lead to the adoption of a charter containing the fundamental orientations of the ILO for the next 75 years, much like the Declaration of Philadelphia had been in 1944. The Employers' group strongly believed that they had presented a neutral text which could be amended if necessary to make it acceptable to the rest of the Committee. In conclusion, the speaker reassured the Committee that his group had no hidden agenda and that their only wish was to start a constructive debate on the future of the ILO.

286. The Government member of Canada recalled that the Director-General had put before the Governing Body a paper on the 1994-95 Programme and Budget which reviewed the ILO's mandate and objectives. The Director-General had, when introducing the paper, underlined that the ILO had a problem of credibility and would have to prove its relevance in the 1990s, if it was to maintain its leadership on social matters. It would have to adapt to the needs of all its constituents, not only workers' and employers' organizations but also governments who demanded more policy advice, a lighter burden of meetings, a more measured pace of standard setting and a reduction in the bureaucracy of the standards supervisory system. The Director-General had demonstrated an acute awareness of the changed environment in which the ILO operated and had already launched a process of renewal which would carry the Organization into the next century. The resolution which was before the Committee fell squarely within that reform process and could be wholeheartedly supported by the Government of Canada. The operative part of the resolution was worded in general terms and would constitute a declaration of support for the initiatves already under way. The speaker hoped that the Committee would refrain from making more detailed recommendations at this stage. There would be plenty of time to discuss the specifics of reform in the appropriate forums.

287. The Government member of the United Kingdom also recalled that the discussions on the Programme and Budget in 1992 had demonstrated that the time had come for the ILO to undergo a process of reform and renewal in order to maintain a position of credibility on the world stage. In this context, she appreciated the efforts made by the Director-General in moving towards a streamlining of the organs of the ILO, reducing the burden of reporting by governments, decentralizing field activities and putting into action the policy of active partnership. She believed the plenary of the Conference next year would be an excellent opportunity to discuss the future of the Organization. In that context, the resolution was a very constructive and forward-looking contribution to the debate. In her view, there was no sinister intent in the text, which remained in general terms. She would submit a limited number of amendments to the text since some aspects of the wording might cause problems.

288. The Government member of Spain pointed out that the text of the resolution did not match its title. Besides, the text did not take account of the reform process to which the ILO was committed and which had already commenced. He recalled that more than 20 years ago, there had been a discussion on the structure of the Organization. In 1986, when the world social and political situation had been very different from today's situation, an amendment to the Constitution had been approved. While the amendment had been ratified by 86 States, it had obtained only three of the required five ratifications from the nations of chief industrial importance. In order to put this debate in the right perspective, he wished to know whether the 1986 amendment was considered by some to be already obsolete, although he considered it to be still legally valid. The celebration of the ILO's 75th anniversary should be left to the Director-General, and the Resolutions Committee should discuss those issues at another time. In his opinion, the resolution under consideration had been inspired by a document distributed unofficially during the 255th Session of the Governing Body by the International Organization of Employers and which dealt with the need for an in-depth reform of the ILO. He referred to other problems in the ILO, such as the rigid distribution of seats on the Governing Body on the basis of gentlemen's agreements which might not be objectively fair nor geographically balanced. He asked how long this restrictive procedure, which Spain had always respected in spite of difficulties in accepting it, was to continue. His Government considered that this resolution could be a basis for reflection but was not in agreement with some aspects of the text. If there was a consensus in the Committee, he would be prepared to support the resolution.

However, it would be more appropriate to leave these issues in the expectation of new proposals by the Director-General to the Governing Body, and to the plenary discussion at the 1994 Session of the Conference.

289. The Government member of Germany indicated that his Government was not in favour of the discussion of this resolution at the present session of the Conference. He would have preferred a consensus resolution to be presented jointly by all the groups next year, which was the 75th anniversary of the Constitution and the 50th anniversary of the Declaration of Philadelphia. However, since the resolution had obtained a high priority by vote, it forced a discussion on reform which should remain limited to procedure rather than substance. He hoped that the debate would provide clarification on the procedure for a full and substantive discussion next year.

290. The Government member of the United States stated that the resolution seemed inspired by a paper distributed by the International Organization of Employers during the 255th Session of the Governing Body in February 1993. Some of the ideas raised were interesting but others were troubling. The resolution had achieved a discussion on these issues at this Conference, as that paper had asked, although he had some doubts as to whether the Committee was the right place for this. He was reassured by the declaration of the Employers' group that the resolution was not a "war machine". His Government strongly favoured the objectives, structure and procedures of the ILO and was not convinced of the need to review or redefine them. It should be recognized that the ILO had already engaged in a process of reorganization: e.g. the changes in the Conference and the Governing Body, the policy of active partnership and the setting up of the multidisciplinary teams and had included an in-depth review of the industrial committee system in its 1994-95 Programme and Budget. He was not convinced, however, that there was a need to reform the top level structure of the Organization. Any amendments he proposed would aim to make the ILO more effective.

291. The Government member of Kuwait expressed his appreciation for the role played by the United Nations, the specialized agencies and their member States at a time when his country was in a crisis. He approved the resolution which, he believed, should encourage the ILO to improve its work for greater social justice and lead to a renewal of the principles the Organization stood for, especially that all human beings should have a better future.

292. The Government member of Poland observed that 1994 would be an important date for workers: the 75th anniversary of the ILO and the 50th anniversary of the Declaration of Philadelphia. He favoured commemorating these anniversaries in an appropriate manner. In Poland the special events to commemorate these anniversaries would be under the patronage of the President of the Republic. He believed that the 81st Session of the Conference should adopt a special declaration to mark this special date. This year, however, he was disappointed that important questions such as child labour had not obtained a higher priority for discussion by the Committee.

293. The Government member of the Czech Republic stated that the question of reform of the ILO was on the table at the right time, and stressed that any reform should correspond to the needs of constituents. The process had, in fact, already begun to take place but could still be the subject of discussion. His delegation supported the resolution with some reservations and felt that it should avoid any overt criticism of the ILO. Therefore, certain changes to the text would be necessary.

294. The Government member of Japan reiterated his Government's full support for the basic principles of the ILO, as expressed in the Declaration of Philadelphia, as well as its wishes to continue to play an important role

in ILO activities. Nevertheless, he shared the view of the authors of the resolution that account should be taken of the dramatic changes which had occurred and appropriate changes should be made in the future activities of the ILO so as to meet the urgent social needs of the peoples of the world. Therefore, his Government approved the propqsal to start a tripartite discussion on functional changes in the ILO. He concluded by declaring his support for this resolution on the understanding that the parties concerned did not reach a consensus on any particular direction which the reform would take and that the discussion in the plenary of the Conference in 1994 should be completely open.

295. The Government member of India agreed with previous speakers that the 75th anniversary of the ILO was a unique opportunity to evaluate its role and that member States were all looking for a vibrant and purposeful ILO. He believed that the Organization should adapt to the world economic and political climate and therefore could express his general support for the resolution.

296. The Government member of Mexico welcomed the idea of a resolution to commemorate the 75th anniversary of the ILO, but regretted the fact that the text was not aimed at exalting the high objectives of the ILO or of reaffirming its mandate. The anniversary should aim to evaluate the achievements of the ILO in the pursuit of its objectives, identifying what had not yet been done and why. The text of the resolution led one to believe that this task had already been carried out and that the result was a proposal for radical change. However, there was a need for consensus on the draft, and for participation by all the ILO's constituents in the reform of the Organization. Her Government was convinced that this reform was necessary to enable the ILO to respond effectively to the new challenges of the world of labour. Nevertheless, the principles set out in the Preamble of the Constitution and the Declaration of Philadelphia were still relevant. The actions of multinational enterprises, the introduction of new technologies, and innovations in communications and transport, and in the processing of information, had placed relations between business, labour, the State and society in a new context. A few days ago a Latin American Minister of Labour had spoken of the need to enhance labour in the recognition of human dignity, reassess the role of business, strengthen trade union action and redefine the role of the State. Institutions should be modernized to take account of changes in economies that were destroying traditional forms of coexistence, but their objectives and principles should not necessarily be changed, since the urgent problems that had given rise to them - inequality and poverty - still prevailed. One of the reasons for strengthening the ILO remained the need to ensure at least a minimum level of conditions of work and employment throughout the world so that the ideas of free enterprise and competition were accompanied by social progress and development. The globalization of the world economy had given rise to a new international division of labour which was justified by the imperatives of competitiveness and productivity. Decisions on investment, production and employment, which determined the standard of living in many countries, were increasingly concentrated in large multinational enterprises. Adequate forms of negotiation and association were essential in order to maintain social equilibrium and to arrest the widening gap between rich and poor countries, and within countries. At an international level, the ILO had been assigned the role of ensuring stability amid this dysfunctioning. Mexico supported any serious proposal that might help to solve these problems or to improve the effectiveness of the ILO.

297. The Government member of France stated that the reform of the ILO was a very complex and ambitious undertaking. It should be worthy of the founders of the Organization, as well as of the drafters of the Declaration of Philadelphia. The necessary reflection process should consider the

Organization's obligations as a specialized agency of the Unitd Nations, and the needs of its constituent social partners. For these reasons, it appeared that there was a need to obtain the widest consensus among and within constituents as to how this reform was to take place. He agreed that the ILO should, on its 75th anniversary, commit itself to a reform process. It should be noted, however, that the Director-General had already not only put before the Governing Body certain proposals for reform, but also implemented specific measures in this regard. Therefore, the speaker suggested that the resolution should make references to the reform process which was already under way in the ILO.

298. The Government member of the Syrian Arab Republic emphasized the importance of the ILO within the United Nations system, owing to its tripartite structure and the issues with which it was concerned. Since 1919 it had won a worldwide reputation by adopting international labour standards, providing assistance and fulfilling most of the objectives it was created to promote. The resolution should be aimed at helping workers and employers work together and at safeguarding tripartism and the principles of the Declaration of Philadelphia, which were still relevant to most productive activities. In a climate of structural change, it was essential to preserve the legislation that had been won for workers. His amendments would serve to highlight the importance in the future of equality and absence from discrimination, irrespective of race, creed or sex.

299. The Workers' member of the Sudan confirmed that the best feature of the resolution was its title, as it recalled not only the 75th anniversary of the International Labour Organization but also, by association, the 50th anniversary of the adoption of the Declaration of Philadelphia concerning the aims and purposes of the Organization. The subject of the title concerned all three groups of the Committee, and the resolution had therefore come high on the list of priorities, but the text of the Preamble and the operative part took a somewhat one-sided view and did not take into account a joint approach to social justice and equality on the part of the social partners. As the text sought to restrict the mandate of the ILO and to limit its activities, any future dialogue based on the resolution might tend to digress from the main aims of the Organization. He indicated that amendments submitted by the Workers' group would express this view.

300. The Workers' Vice-Chairman raised the possibility that the purpose of the resolution might be misinterpreted, as the title did not correspond to its actual substance. His group naturally welcomed the idea of commemorating the 75th anniversary of the ILO, and had already responded positively to the suggestion that all countries should ratify at least one international labour Convention in 1994 to mark the occasion. This had not given rise to any objections during the recent discussion of the anniversary in the Governing Body. The substance of the draft resolution was analogous to a paper circulated by the employers informally at the time of the Governing Body in February. The text implied that the ILO did not function well and spoke of review and reform, without specifying the reasons for this. It was well known that this item would be considered during the anniversary year itself. The Director-General had already declared that this would be the subject of debate in 1994. The text of the resolution was also partially obsolete, as the reviews called for in preambular paragraph 14 and in operative paragraphs 1(c) and 1(d) had already been undertaken, while a review of the supervisory machinery was scheduled for the November 1993 Session of the Governing Body. He wondered in addition why no reference had been made to international labour standards, the supervisory machinery, the protection of workers, equality or the whole notion of tripartism, nor of the recently launched active partnership policy of the ILO or the establishment of multidisciplinary teams. The idea of "change" in the resolution remained vague and made the

assumption that there was a consensus on the nature of such change. A multitude of changes were taking place - structural change, management practices, the proliferation of multinational enterprises and globalization - all raising questions on the relation between trade and labour standards at regional and international level, poverty and marginalization, the two-tier society, high and rising unemployment and the growing gap between economic growth and the creation of employment. Indeed, these serious structural issues were already being explored by the ILO. The draft text confused objectives and working methods. It was possible to talk about the latter in concrete terms, and to keep them under constant review, but there was no basis for reviewing the fundamental objectives. The resolution was a combination of disparate elements, ranging from statements of fact to overt ideological positions. The title was inaccurate, as it referred to the commemoration of the anniversary but the resolution was on extensive change in the aims and priorities of the ILO. His group was not against discussing the topics covered by the resolution, but a number of fundamental amendments would be necessary if the resolution was to be a tripartite one on revising the work of the ILO. These amendments would be made in the spirit of commitment to the authority and services of the ILO in a changing world.

301. The Government member of the Netherlands recalled the original presentation of the resolution by a member of the Employers' group, when it had been indicated that the purpose was not to challenge general principles but to aid the process of reform. The danger was that reviewing the objectives of the Organization might lead to a proliferation of aims, and hence to a weakened institution, when the aim was for the ILO to emerge from such a process with even more strength than before.

302. The Government member of Sri Lanka welcomed the laudable intention of the resolution to review and evaluate structures, objectives and systems, as any organization tended to become dysfunctional over time and numerous radical changes had taken place since the founding of the ILO. Another praiseworthy aspect of the resolution was its attempt to undertake the process of review from the bottom up rather than from the top down. However, he had some reservations over whether the resolution would be effective. Given the way in which it was framed, it might result in a multitude of proposals from a multitude of sources. Furthermore, the text did not indicate what follow-up there should be after the proposals had been made. While supporting the need to review the past and to make reforms, he doubted that the resolution, as drafted at present, would achieve that aim.

303. The Government member of Sweden, referring to operative paragraph 1 which sought a contribution from all constituents, stressed that, as one of the basic tenets of the ILO was to use dialogue, only through dialogue could the social partners truly make the process of reform their own. Sweden was committed to the reform of the UN system in general, and to multilateral action. Dialogue was important in both these cases. Some of the language of the resolution seemed to give the impression of calling for dialogue while in fact standing for something else. The whole process of reform, of which he was in favour, would benefit from being fully transparent, and ultimately the objectives of the Declaration of Philadelphia should remain fundamental to the ILO. He would be submitting amendments in this vein.

304. The Government member of Argentina agreed with earlier speakers that the 75th anniversary was an appropriate occasion for taking stock of ILO activities. However, agreement between the three constituents of the Committee was essential if a resolution was to be adopted on the subject. As President Menem had said in his address to the plenary session of the Conference, tripartite consensus on the basic principles of social justice had helped the ILO not only survive the Second World War but also adapt itself to

changing circumstances. He considered that what could and should be modified were its working methods, as had been the case in 1986. Then, however, certain countries had not ratified the instrument of amendment. The recent Working Party on the reform of the Governing Body demonstrated that the ILO was continuing the process of reform, and it was in recognition of this process that he would lend support to the resolution.

305. The Government member of Denmark paid tribute to the tripartite approach of the ILO and to its longevity within the United Nations system, at the same time acknowledging that the 75th anniversary gave an opportunity to examine its structures and activities. Taking the six points in operative paragraph 1 of the resolution one by one, he stressed the need for the ILO's objectives and priorities to be relevant to its tripartite constituents, as well as the importance of its role as the one international organization devoted to labour matters. Its means of action, in combining the best of standard setting with the best of technical cooperation, required improvements in analytical capacity and the provision of policy advice, together with an active presence at the World Summit. Its practices, procedures and decision-making structures were already changing, as could be seen by the introduction of the active partnership policy, the establishment of multidisciplinary teams, and the strengthening of regional and national assistance, as well as the recent reforms of the International Labour Conference and the Governing Body. The ILO's efficiency would improve as a consequence of such changes. He pointed out that operative paragraph 1(f) was unnecessary, as the Director-General had already taken the decision to devote the discussion in the plenary of the 1994 Session of the Conference to the renewal of the Organization. He would not be proposing any amendments but would carefully study those submitted.

306. The Workers' member of Chile declared that the commemoration of the 75th anniversary was not an appropriate occasion for an analytical review of the Organization, but should be grasped as an opportunity for celebrating both the historical milestone of the founding of the ILO as an institution where, for the first time, governments, employers and workers could participate on an equal basis, and the special contribution made over 75 years towards the well-being of all human beings and particularly of workers and their families. The reference in preambular paragraph 9 to the creation of market economies based solely on private initiative could cause concern, as the ILO had, first and foremost, a social mission and should not support one type of economic system over another.

307. The Government member of Greece associated himself with the former speakers who had not been able to see any correspondence between the title and the text of the resolution. He was reminded of the position of the Employers' group of the Governing Body during the February 1993 Session, when they had declared that the ILO should be attempting to create employment rather than involving itself with legislative matters. Preambular paragraph 5 might seem to suggest that the mission of the ILO should be changed from a social to an economic one. He pointed out that the ILO's role was not only to set standards but also to carry out monitoring with the social aim of ensuring that they were being complied with. He asked whether, if the main function were to become an economic one, a similar form of monitoring would be required. Referring to preambular paragraph 12, he also questioned the nature of the cooperation with other international agencies that the ILO was exhorted to have in order to "create conditions that would foster wealth creation and employment", as the text seemed to focus more on financial institutions such as the International Monetary Fund and the World Bank than on institutions with a social dimension.

308. The Government member of Brazil stated that his Government was open to discussing reforms for improving the ILO and adapting it to changing circumstances. This was necessary in some areas. Technical cooperation should be strengthened, with more programmes providing assistance to developing countries, particularly during periods of structural adjustment, and in the domain of the application of standards and the strengthening of the capabilities of labour administrations. Alongside the monitoring and supervisory functions, he welcomed positive programmes, such as the International Programme on the Elimination of Child Labour (IPEC), aimed at helping developing countries overcome their difficulties. On the other hand, the fundamental objectives of the ILO were not negotiable, nor was change required in every area. Stressing that the reforms already under way should be referred to in the text of the resolution, he hoped that the amendments submitted would enable the Committee to reach consensus.

309. The member of the Employers' group who had introduced the resolution welcomed the Committee's wide-ranging discussion, including the critical views expressed. He saw no contradiction between the title and the text, as the anniversary was an opportune moment for reflecting on the 75 years to come. Although the resolution had been sponsored by the Employers' group, consensus on a neutral text inviting the tripartite constitutents to reflect on the notion of reform and renewal was the basic aim. Hence no mention had been made of the paper circulated by the International Organization of Employers earlier in the year, nor of specific subjects covered by international labour standards. As far as preambular paragraphs 13 and 14 were concerned, it was not a question of examining the various areas of action of the ILO in detail, as had been suggested by the Workers' Vice-Chairman, but of reaffirming the fundamental principles and values upon which the ILO had been founded and considering how they should be given expression in the future. If the draft resolution had not referred to the reforms under way, which were indeed supported by his group, it was because the resolution was intended to be a forward-looking document. His group was, however, not opposed to mentioning these reforms. The purpose of the resolution was to prepare the way for a full tripartite debate at the 1994 Session of the International Labour Conference, which might perhaps give rise to a tripartite declaration, and he hoped that the text, after amendment, would express this idea as simply and concretely as possible.

310. The draft resolution was discussed but, for lack of time, it was not possible to consider any amendments.

RESOLUTION CONCERNING THE CONTRIBUTION OF THE ILO TO UNITED NATIONS ACTIVITIES FOR THE DEFENCE AND PROMOTION OF HUMAN RIGHTS

Presentation of the resolution

311. In presenting the resolution concerning the contribution of the ILO to United Nations activities for the defence and promotion of human rights, the Workers' member of Norway declared that the violation of fundamental human rights was a daily occurrence in a number of countries all over the world. Individuals and organizations were exposed to harassment, threats, violence and even killings. One of the most exposed groups was unionized workers. Before leaving for this year's International Labour Conference, she had been contacted by a number of trade union organizations asking for support in their struggle for the right to exercise trade union activities in their respective countries. Such contacts usually took the form of letters. A group of

refugees had taken the initiative for a postcard campaign and she had received a great number of postcards from the group itself and its Norwegian friends. In addition she had received this year, as in other years, a report from the Norwegian division of Amnesty International containing information on gross violations of trade union rights in a number of countries. She knew that she was not the only one to receive such letters. A number of organizations and governments received the same, or similar, requests for attention to their cause. Trade union representatives who had formerly come to the Conference were now in prison. Some of the members of the Committee had friends who had been killed over the past year. Workers, and sometimes even employers, were deprived of their rights or exposed to harassment if their activities did not please the regime. It gave rise for concern that the number of incidents of harassment or violation of rights was not decreasing. The ICFTU's Annual Survey of violations of trade union rights was as comprehensive as in previous years and the ILO's own report from the Committee of Experts not only reported violations of technical Conventions but also gross violations of human rights. The length of the report was continuously increasing. It was regrettable that the World Conference on Human Rights was taking place at the same time as the International Labour Conference. Trade union rights, and in particular the right to organize, constituted an integral part of human rights, and no organization possessed greater knowledge of the extent to which this right was violated or knew more about the consequences of such violation, than the ILO. Respect for human rights was the basis for cooperation, democracy and development. The Workers' member of Norway stated that if anyone questioned the usefulness of international involvement and cooperation, they should look at the example of Manuel Bustos, one of the trade union leaders in Chile who had for years lived under constant pressure and under threat of being murdered. The day before he had been elected Workers' Vice-President of the 80th Session of the International Labour Conference.

General discussion

312. The Workers' Vice-Chairman declared that the intent of the resolution was to strengthen the work of the ILO and its cooperation with the relevant United Nations bodies in the defence and promotion of human rights. It was timely since it coincided with the Vienna World Conference on Human Rights which, he hoped, would pave the way to renewed international cooperation in a field where all the constituents of the ILO were actively committed. The main operative part requested the Director-General to present proposals for ILO action as a follow-up of the Conference. The ILO had already a clear mandate in many aspects of human rights, inter alia, freedom of association, forced labour, discrimination and child labour. While there has been a certain amount of overlapping between the UN and the ILO in some of these aspects, the results of the UN in some areas of ILO competence, such as migrant workers, have not always been as good as one would have wanted. The Workers' group gave high priority to this resolution because the defence of human rights was so critical to it. The rights of trade unionists were frequently violated, as shown by the work of the Committee on Freedom of Association and the Committee of Experts on the Application of International Labour Standards, as well as the testimony of some of the members of the Workers' group. The Workers hoped that the Office would continue its efforts in favour of human rights and that the other groups would also renew their commitment to this cause.

313. The Workers' member of Rwanda thanked the Committee for having shown real interest and giving firm support to the resolution which he had presented on the situation in his country. The resolution under discussion, relating to

human rights, dealt with the concerns which he had expressed in his own resolution. He underlined the importance of the preambular and operative paragraphs which related to the provision of technical advisory services to countries emerging from civil conflict or undemocratic rule such as Rwanda. The spirit of this resolution was closely related not only to the two operative paragraphs of his own resolution but also to the statement of the Minister of Labour and Social Affairs of Rwanda to the plenary of the Conference. In conclusion, he hoped that this Organization would give particular attention to the situation in Rwanda.

314. The Employers' Vice-Chairman expressed his full support for the defence and promotion of human rights. However, he would not have supported this resolution without amendments. For instance, the reaffirmation of fundamental human rights needed to rest on more solid ground than a report of the Director-General. The resolution focused too much on trade union rights and since that was not the title, it needed to deal more widely with human rights. Freedom of association was too often not applied to the rights of employers. It was not fair to exclude one group. He would have tried to restore the balance. In addition, the operative part prematurely endorsed the outcome of the Vienna Conference. He would have wanted to examine its conclusions carefully before giving his response. However, with the necessary amendments, he would have supported the resolution.

315. The Government member of the United States supported this resolution on the defence and promotion of human rights. It was especially topical as it coincided with the World Conference on Human Rights in Vienna. She strongly believed that the ILO had an important role to play in this area given its mandate in the field of worker and employer rights. She was pleased with the contribution of the Organization to the preparations for the World Conference. The East-West tensions were a thing of the past but, in many parts of the world, conflicts were escalating and human rights abuses were on the increase. A major goal of the United States at the World Conference in Vienna was to strengthen the United Nations' ability to promote and protect human rights and to provide a plan for improving its effectiveness in addressing all forms of abuses before they escalated. The United States strongly believed that there had to be coordination among all UN agencies in the field of human rights and that reform throughout the UN system would encourage donor nations to provide the funds that were essential for strengthening human rights machinery. Work was especially required concerning the rights of women and children. The United States hoped that this resolution would obtain top priority in this Committee next year.

316. The Workers' member of the United Kingdom declared that abuses of human rights did not occur solely in developing or totalitarian countries, but could also occur in stable parliamentary democracies. Thus, the second preambular paragraph of the draft resolution under discussion referred to trade union rights in the following way: "Underlining that trade union rights are an essential component of the overall body of human rights,". He regretted that the Government of the United Kingdom still violated freedom of association and exercised discrimination against trade unionists not only in the case of GCHQ, but recently by submitting an amendment during the reading of a Bill in the House of Lords to legitimize discrimination by employers against workers who wished to remain members of trade unions.

317. The Government member of Denmark, on a point of order, stated that the Committee was supposed to be discussing the substance of the resolution, which was the contribution of the ILO to United Nations activities for the defence and promotion of human rights, and not specific cases in particular countries.

318. The Workers' Vice-Chairman countered that the Workers' member of the United Kingdom should be able to conclude his remarks, as there was nothing wrong in hearing about the experience of human rights in different countries and regions. The Committee had already heard the intervention of the Workers' member of Rwanda, and now it had the possibility of listening to a case from another region.

319. The Government member of the United Kingdom intervened to say that, although she did not wish the Workers' member of the United Kingdom to be prevented from concluding his remarks, she felt that this was not the forum for discussing at a considerable level of detail a case from a particular country. There were other fora in the ILO for that purpose.

320. The Chairman invited the Workers' member of the United Kingdom to keep as closely as possible to the text of the resolution.

321. The Workers' member of the United Kingdom continued by describing circumstances which, he felt, supported his point of view. Freedom of association should go hand-in-hand with absence of discrimination. There were other forms of discrimination in the United Kingdom, such as discrimination against women, part-time workers and minorities. Such attacks on human rights could encroach on citizens even in a stable parliamentary democracy. A bulwark of free and independent trade unions was needed to withstand such pressures.

322. The Government member of Denmark addressed his comments to all three groups of the Committee. Even though the resolution concerned what the ILO could contribute to the United Nations, there was also the question of what the ILO could learn from the United Nations. Human rights were universal and applied everywhere, as the present humanitarian intervention on the international agenda demonstrated. Referring back to the discussion at the February 1993 Session of the Governing Body on the link between technical cooperation and standards, he declared that the defence and promotion of human rights should be part of the ILO's programmes of direct assistance. He recalled the motto of the World Conference on Human Rights, at present being held in Vienna: Know your rights, demand your rights, defend your rights.

323. The Government member of France indicated that the contribution the ILO made in the defence and promotion of human rights was an original one, and that any opportunity for increasing the special method practised by the ILO should be taken. Preambular paragraph 2 was important because it talked about trade union rights. Unlike other organizations, the ILO, with its tripartite structure, gave governments, employers and workers a voice in defending these rights and in reporting those who violated them, and it should be recognized for its original contribution in this domain.

324. The Workers' member of Nicaragua declared that in her country, and in Central America as a whole, human rights, including freedom of association and the rights of women, were violated daily in a violent manner. She appealed to democratic governments to consolidate democracy as a basis for consolidating human rights. The ILO played an important role in helping to ensure freedom of association, which was one of the fundamental human rights. In her country the export processing zone was growing, and with its growth there was an increase in abuses against freedom of association, human rights and women's rights. For example, women were forced to provide a certificate showing that they were not pregnant, and even to prove that they were menstruating. This was a clear violation of their right to work and was impossible to accept. Throughout Central America the situation was dramatic, with workers being imprisoned and assassinated. These countries would lose faith in organizations such as the ILO unless they spoke out against the

abuses. The resolution should give full recognition to cases such as that in Nicaragua, where unemployment thrust human rights to one side. She also appealed to the Committee for the situation she had described to be fully reflected in the report, as reports to the International Labour Conference frequently did not reflect the conditions which many people had to suffer. The Organization would give a rightful place to human rights and should help supervise the building up of basic democracies in these areas.

325. The Government member of the United Kingdom informed the Committee that her Government had given high priority to this resolution in the ballot, and she regretted that the present session had not had time to consider it fully, even though the discussion might have been a difficult one. As the World Conference on Human Rights in Vienna had not yet finished, it would be appropriate to return to the subject in 1994. She saw no particular problems with the text as it stood. She welcomed the idea of closer cooperation with other organizations, as she considered action against the violation of basic human rights as the most important task of the ILO. She regretted the intervention of the Workers' member of the United Kingdom, which she judged to be inaccurate and inappropriate in this forum.

326. The Government member of Argentina, supporting the views of the previous speaker in her belief that action against the violation of basic human rights was the most important task of the ILO, stated his Government's general agreement with the text of the resolution under discussion, and hoped that it would come up for full discussion in 1994. The ILO had a particular part to play in human rights through its defence of trade union rights in particular. Action on behalf of trade union rights, the equality of women and the elimination of child labour were major tasks for the future.

327. The Employers' Vice-Chairman expressed his disquiet over the broad interpretation some of the previous speakers had given to the title and text of the resolution. His group had examined both title and text in good faith and was in favour of it. However, if the present debate was indicative of that which would take place next year, he would anticipate problems, for he detected a tendency on the part of some of the speakers to create an alternative committee on freedom of association. Although he was sympathetic to hearing about individual cases by way of example, it would be more productive if the Committee concentrated on the general principles of the text. Indeed, if the same resolution came up in 1994, his group would expect the discussion to focus on the substance of the subject given in the title.

328. The Workers' Vice-Chairman said that he could draw constructive conclusions for the future from the discussion. There was a consensus on the importance of this item and it might therefore be appropriate for the International Labour Conference to have a resolution on this theme in 1994, when the Committee could return to the discussion. The debate itself was useful, as monitoring of abuses of human rights could only be carried out through specific examples. The combination of general principles and specific, illustrative cases served to improve behaviour. Turning to the form of the resolution, as there had been complaints in the past about lengthy texts, the authors of the resolution had made the text short in an attempt to focus on the operative part. However, it was also true that short drafts inevitably left something out. He acknowledged the point of the Employers' Vice-Chairman that a more authoritative source than the Director-General's Report, Human rights - A common responsibility, could be found. To the suggestion that the draft text concentrated too much on trade union rights, he replied that these were an integral part of human rights but it was perfectly possible and acceptable to expand the draft text to take into account the position and concerns of all constituents of the ILO. It had been said that operative paragraph 1 was premature, but it would no longer be premature in

1994. This issue, and others, would continue to be studied for possible draft resolutions for the 1994 International Labour Conference.

329. The Government member of Sweden would have liked to see the resolution considered at the present session of the Committee, and had no particular problems with the text. He would also have wished the resolution on the role of the ILO in the elimination of child labour to be discussed. Referring to the remarks made by the Workers' member of Nicaragua, he believed that it was necessary to take decisions which were relevant to those who really needed help. If the resolution was submitted next year, he hoped that broader consultation before its presentation would ensure its rapid adoption.

330. The Government member of Mexico paid tribute to the interventions made by members of the Workers' group. She had found the Committee's discussion most constructive.

331. The Government member of Spain informed the Committee that her Government, like the Government of Sweden, would have preferred to see the present resolution on human rights and the resolution concerning the role of the ILO in the elimination of child labour come higher in the list of priorities for discussion.

332. The draft resolution was discussed but, for lack of time, it was not possible to set a deadline for the submission of amendments.

Consideration of the report

333. The Committee considered its draft report at its Tenth Sitting.

334. Corrections to specific paragraphs were submitted by various members for incorporation in the report.

Adoption of the report

335. At its Tenth Sitting the Committee unanimously adopted its report subject to a number of changes.

Geneva, 18 June 1993. (Signed) Gian Luigi MASCIA,
Chairman and Reporter.

RESOLUTION SUBMITTED TO THE CONFERENCE

Resolution concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy

The General Conference of the International Labour Organization,

Recalling the Preamble to the Constitution of the ILO which stipulates that universal and lasting peace can be established only if it is based on social justice,

Further recalling the Declaration of Philadelphia which states that poverty anywhere constitutes a danger to prosperity everywhere,

Stating that social protection is a right which should be enjoyed by every member of society,

Noting the Report of the Director-General to the present session of the Conference, entitled Social insurance and social protection, which identifies joint prerequisites for the development of social protection programmes, including full employment, steady economic growth, the existence of functioning financial markets and institutions, stable and democratic political structures, good governance and administration and, above all, a social consensus which supports the redistribution of income,

Considering that the social and living conditions of people become particularly vulnerable during periods of profound political and economic change,

Considering the problems arising out of poverty, inadequate social security coverage and limited access to health care,

Recognizing that high unemployment has a particularly adverse effect on social protection, including pension schemes and unemployment benefits,

Convinced that economic efficiency and growth, and their interaction with adequate social protection, are important prerequisites for successful national development, and that economic reforms should also lead to sustainable social progress,

Noting with concern the constraints faced particularly by developing countries such as an adverse economic environment and limited resources that constitute major impediments to full realization of a comprehensive and viable social protection scheme,

Underlining the importance of the efforts exercised by countries implementing structural adjustment programmes, particularly developing countries, and regretting in this context the adverse effects those programmes have in many cases entailed for social protection,

Convinced also that the alleviation of poverty is closely linked to the need to promote full, freely chosen and productive employment and that the application of all relevant international labour standards has an important contribution to make in countering unemployment and exclusion, and helping disadvantaged groups, Recognizing that the main responsibility for establishing a suitable legal framework for social protection rests with governments, and noting the importance of dialogue and cooperation between governments and employers' and workers' organizations in formulating and carrying out relevant policies,

Stressing the specific mandate of the ILO to contribute to the promotion and strengthening of social justice, and that its assistance would be particularly useful in situations of structural adjustment,

Welcoming the proposal that the alleviation of poverty should be one of the priority objectives of the ILO's programme of activities for 1994-95,

Emphasizing the central role which the ILO should play in the preparation, convening and follow-up of the 1995 World Summit for Social Development, where both employment and the alleviation of poverty are core issues;

1. Invites governments and, where appropriate, employers' and workers' organizations:

(a) to take adequate measures for creating favourable conditions for social dialogue, particularly in the course of structural adjustment;

(b) to ensure that economic and structural reforms are carried out with due regard to the interests of all sectors of the population, and measures are taken to protect workers to the extent possible against the adverse effects of structural change, including by establishing appropriate mechanisms, such as vocational training and skills development programmes, for assisting those affected by structural adjustment;

(c) to make the alleviation of poverty and unemployment, and the need to promote job creation, principal goals of their economic and social policy, and to encourage policies which are in accordance with the principles of equality of opportunity and treatment and which reduce exclusion and marginalization;

(d) to develop, with the participation of workers' and employers' organizations, as appropriate, policies for economic growth and employment generation which will contribute to the strengthening of social protection systems, especially for the most vulnerable groups of the population;

(e) to integrate social protection measures in the initiation, design and implementation of structural adjustment programmes and programmes of transition to a market economy by taking into account their impact on employment, incomes, poverty and the well-being of the whole population;

(f) to extend social protection as an important element of a wider economic and social development strategy with a view to providing a basic income to all in need of social protection and establishing social assistance mechanisms to alleviate the consequences of poverty;

(g) to promote social protection schemes, based on the principles of insurance, solidarity and shared responsibility, with the participation of employers' and workers' organizations;

(h) to review their economic and social policies in the light of their contribution to the eradication of unemployment and the promotion of full, freely chosen and productive employment through sustained economic growth and development, and having regard to the principles of all relevant international labour standards;

(i) to continue to promote tripartite cooperation in the World Summit for Social Development, and all other appropriate forums, in advancing the goals stated above.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General:

(a) to give special importance to social protection for the population and particularly for the most vulnerable groups in the implementation of the ILO's programme of work and the planning of future activities;

(b) to promote advisory services and technical cooperation which are necessary for the development of mechanisms of social protection in developing countries and those countries which have embarked on the transition to a market economy or are engaged in the process of structural adjustment, and to analyse their effectiveness in improving social protection in these countries;

(c) to assist governments in incorporating programmes of social protection in their economic, labour market and social development policies;

(d) to provide advice and assistance to the governments of member States in elaborating and updating their social legislation;

(e) to collect, make known and exchange, on a regular basis, information on the measures taken in member States as regards social protection during periods of structural adjustment, and to promote research on social and economic needs, demographic trends and methods for financing social protection;

(f) to ensure that the problems of poverty, exclusion and unemployment, and the need to promote job creation and access to employment and social protection for disadvantaged groups, are given due attention in the preparation of the Second High-Level Meeting on Employment and Structural Adjustment;

(g) to develop, intensify and institutionalize close cooperation with the international financial institutions such as the IMF, the World Bank, the regional reconstruction and development banks and other international bodies concerned with a view to having their programmes of assistance take into account the need for social protection, and thus contribute to mitigating the adverse effects of structural adjustment programmes;

(h) to monitor closely the contribution of ILO activities to the alleviation of poverty, which is one of the priority objectives in the 1994-95 programme, and to present a final evaluation at the end of the biennium, with appropriate proposals concerning research and analysis, technical cooperation, standards and other ILO work;

(i) to take measures to ensure the essential contribution of the ILO, through its tripartite structure, in the preparation, convening and follow-up of the World Summit for Social Development, giving particular emphasis to issues within the scope of the mandate of the ILO, which include the elimination of poverty, the promotion of full, freely chosen and productive employment, social protection and freedom of association.

International Labour Conference
Provisional Record
Eightieth Session, Geneva, 1993

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Fifth item on the agenda: Part-time Work

Report of the Committee on Part-time Work

1. The Committee on Part-time Work was set up by the International Labour Conference at its first sitting on 2 June 1993. It was originally composed of 141 members (54 Government members, 43 Employers' members and 44 Workers' members). To achieve equality of voting strength, each Government member with the right to vote was allotted 946 votes, each Employers' member 1,100 votes and each Workers' member 1,075 votes. The composition of the Committee was modified 9 times during the session and the number of votes attributed to each member was adjusted accordingly[1].

2. The Committee elected its Officers as follows:

Chairperson: Mr. M. Rood (Government member, Netherlands).

Vice-Chairpersons: Mr. B. Noakes (Employers' member, Australia); and Mrs. I. Van de Burg (Workers' member, Netherlands).

Reporter: Mrs. L. Samuel (Government member, Cyprus).

3. At its fifth sitting the Committee appointed a Drafting Committee composed of the following members: Mrs. L. Caron (Government member, Canada), Mr. B. Noakes (Employers' member, Australia), Mrs. I. Van de Burg (Workers member, Netherlands) and the Reporter of the Committee.

4. The Committee held 12 sittings. It had before it Reports V (1) and V (2), prepared by the Office on the fifth item of the agenda of the Conference: "Part-time Work".

Introduction

5. The representative of the Secretary-General presented Reports V (1) and V (2), which had been prepared by the Office to serve as a basis for the Committee's discussions, and in particular the Proposed Conclusions at the end of Report V (2). Part-time work had been identified as a possible subject for the adoption of new standards by the Working Group on International Labour Standards set up by the Governing Body of the ILO in 1984. In effect, with few exceptions, ILO Conventions and Recommendations did not refer directly to part-time work. The work of the Committee therefore provided an opportunity to adopt a global approach to the various aspects of a form of employment which already concerned tens of millions of workers in the industrialized countries. Although it was less common in the developing countries, it was present there and was likely to take on greater importance in the years to come.

6. In this context, the representative of the Secretary-General noted that a relatively high number of the replies received to the questionnaire contained in Report V (1) had been from Governments in developing countries, which revealed their interest in the issue of part-time work. Including the replies which had been received too late to be summarized in Report V (2), a total of 77 Governments had responded to the questionnaire, as well as national employers' and workers' organizations from over 30 countries.

7. Turning to the Proposed Conclusions, the representative of the Secretary-General referred to a number of important points. With reference to the form to be taken by the proposed standards, he noted that 90 per cent of Governments had recognized in their replies to the questionnaire that it was appropriate to adopt international labour standards on part-time work. Around 60 per cent of Governments had supported the proposal to adopt a Convention supplemented by a Recommendation.

8. In view of the need to specify clearly the category of workers to be covered by the new standards, the definition of part-time work was of fundamental

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[1] The following adjustments were made:

(a) 4 June. 175 members (70 Government members with 28 votes each, 49 Employers' members with 40 votes each and 56 Workers' members with 35 votes each);

(b) 7 June: 172 members (72 Government members with 25 votes each, 50 Employers' members with 36 votes each and 50 Workers' members with 36 votes each);

(c) 8 June: 174 members (73 Government members with 2,550 votes each, 50 Employers' members with 3,723 votes each and 51 Workers' members with 3,650 votes each);

(d) 10 June: 174 members (75 Government members with 98 votes each, 49 Employers' members with 150 votes each and 50 Workers' members with 147 votes each);

(e) 11 June: 172 members (75 Government members with 784 votes each, 49 Employers' members with [illegible]0 votes each and 48 Workers' members with 1,225 votes each);

(f) 14 June: 169 members (75 Government members with 147 votes each, 49 Employers members' with 225 votes each and 45 Workers' members with 245 votes each);

(g) 15 June: 171 members (75 Government members with 2,303 votes each, 49 Employers' members with 3,525 votes each and 47 Workers' members with 3,675 votes each);

(h) 16 June: 170 members (76 Government members with 47 votes each, 47 Employers' members with 76 votes each and 47 Workers' members with 76 votes each);

(i) 18 June: 162 members (76 Government members with 1,833 votes each, 47 Employers' members with 2,964 votes each, 39 Workers' members with 3,572 votes each).

importance. There was a tendency to group part-time workers with other categories of workers whose employment situation was considered to be unusual or atypical, although it had not been the intention of the Governing Body when placing this item on the agenda of the Conference to cover issues such as temporary, casual or seasonal work. The Committee's work would not therefore deal with workers in temporary, casual or seasonal employment relationships, unless their hours of work were less than those of full-time workers in the same employment relationship. Following the comments which had been received on the subject of the definition of part-time work originally proposed in the questionnaire, the Office had endeavoured to put forward a simpler definition which made fewer demands on the competent authority, while covering all the possible forms of part-time work in terms of hours worked and working time arrangements.

9. Another important question concerned the scope of the new standards. The only exclusion proposed by the Office in its questionnaire had concerned limited categories of workers or of enterprises when the application of the standards to them would raise special problems of a substantial nature.The responses to this point of the questionnaire had been contradictory. Some had held that the new standards should apply to all part-time workers without exception, while others had suggested broader exclusions, even including certain occupations in which part-time workers were particularly numerous.

10. With reference to the relationship between the proposed new standards on part-time work and other ILO standards, the representative of the Secretary-General noted that the fear had been expressed that a Convention which specifically covered part-time workers could prejudice the rights conferred upon them by other ILO Conventions. The Office had therefore included point 4 in the Proposed Conclusions, which provided that the standards to be adopted on part-time work should not affect more favourable provisions applicable to such workers under other international labour standards. Moreover, several points in the Proposed Conclusions had been modified in order to ensure that the envisaged Convention did not call into question the application to part-time workers of the principle of equality of protection and treatment which were set out in a general manner in other ILO Conventions.

11. When including part-time work on the agenda of the Conference, the Governing Body had assigned the double objective of examining both the protection of part-time workers and the promotion of part-time work. The Proposed Conclusions for the Convention and Recommendation therefore contained provisions covering both of these objectives. With regard to the protection of part-time workers, points 7 and 8 specified that they should be afforded the same protection as other workers in the fields of freedom of association and collective bargaining, occupational safety and health, non-discrimination in employment and occupation and wage rates. The measures proposed in points 9 and 10 called for part-time workers to enjoy equivalent conditions in the fields of social security, maternity protection, termination of employment, and paid annual leave and public holidays, on the understanding that the relevant conditions could be determined in proportion to hours of work or contributions. Through these suggested measures, the Office had wished to demonstrate that the objective was not to create a type of reverse discrimination to the detriment of full-time workers and that there was not necessarily a contradiction between the proportional calculation of the entitlements of part-time workers and their equality of treatment in respect of other workers.

12. A final controversial point concerned the thresholds proposed in point 11. The text of the Proposed Conclusions had undergone substantial modification in that respect in order to guarantee that the existence of such thresholds did not result in the exclusion of a significant proportion of part-time workers. It should be noted that application of the thresholds would give rise to a triple obligation: to review the thresholds periodically; to indicate to the ILO the thresholds in force, the reasons therefor and the action taken to extend progressively protection to the workers excluded; and to consult the most representative organizations of employers and workers in the case of the establishment or revision of the thresholds.

13. In conclusion, the representative of the Secretary-General indicated that one of the principal concerns of the Office in formulating the Proposed Conclusions had been to find wording which was sufficiently flexible to be acceptable to the Conference Committee and which took into account the diversity of the economic and social conditions prevailing in the member States of the ILO.

General discussion

14. Introducing the position of the Workers' group on the proposed standards on part-time work, the Workers' Vice-Chairperson noted that part-time work was a form of employment which was already widespread and was growing rapidly. It existed in many forms and under many conditions in the industrialized countries, but was also appearing in the developing countries. In the OECD countries alone, the number of part-time workers was estimated at 60 million, over two-thirds of whom were women. She emphasized that in the view of the Workers' members, taking into account the contents of existing ILO instruments such as the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Employment Policy Recommendation, 1964 (No. 122) and the Workers with Family Responsibilities Convention, 1981 (No. 156), part-time work was an employment phenomenon which could not be overlooked in the context of international labour standards. The underlying principle for the discussion of part-time work was the need for freely chosen and productive employment for all workers. This required the adoption of a proper employment policy in member States, incorporating part-time work, and active labour market policies to promote high quality, well-paid and stable employment in general. These policies should incorporate equal treatment, full protection and equal opportunities for all workers, irrespective of their working hours, with regard to all components of labour relations, such as access to employment, working conditions, health and

safety and workers' rights. Moreover, it was a fundamental principle that part-time work should only result from the free choices of workers. This meant that it should not be forced upon them because of a lack of full-time employment opportunities, nor should it create a dual labour market in which competition between full- and part-time workers had the effect of leading to a general deterioration in the working conditions of the labour force as a whole.

15. The Workers' Vice-Chairperson added that current practices concerning part-time work varied widely from country to country, with the legislation and collective agreements sometimes applying fully to part-time workers, sometimes not at all, and sometimes only in part or proportionally. The ILO had therefore taken a very useful initiative in attempting to set an overall standard on this subject, notwithstanding the fact that in principle general ILO standards applied to all categories of workers, unless they were explicitly excluded, irrespective of the number of hours they worked. The Workers' members therefore strongly supported the adoption of a Convention supplemented by a Recommendation. Turning to the question of the promotion of part-time work, she believed that at a time when full protection and opportunities for part-time workers had not been achieved, the introduction of provisions to promote this form of employment would be premature and even objectionable, particularly since part-time work in many countries was almost synonymous with casual and marginalized labour under inferior conditions. Nevertheless, in order to maximize the possibility of achieving consensus, the Workers' members would seek possibilities of reconciling the protection and promotion of part-time work in an adequate manner. The main objective of the standards was to define the elementary rights and principles for part-time workers. Their protection and equal treatment should therefore be covered in clear and substantial, although not necessarily detailed, provisions.

16. The Employers' Vice-Chairperson reminded the Committee that the subject of part-time work had been included on the agenda of the Conference as a result of a decision by the Governing Body which had not been supported by the Employers' Group and about which it had expressed serious reservations. He also noted that, in accordance with the Governing Body's decision, the item included both the protection and the promotion of part-time work. Furthermore, it had not been the intention of the Governing Body for the item to cover temporary, casual or seasonal work.

17. The Employers' Vice-Chairperson emphasized the importance taken on by part-time work in modern economies, where its growth was a result of structural changes, including the rise of the service industries, which required a high degree of flexibility in their operations in order to meet consumer demand. Part-time work had also increased as a result of the complexity of many industries, which required continuous or extended operations involving complex work schedules. Part-time work suited the preferences of many workers, including students, young persons in general, men and women who sought work patterns which suited their chosen lifestyle, workers with family responsibilities, persons approaching retirement and others who had retired from full-time work. Employers attempted to provide a choice of working time arrangements for their workforce in order to attract and retain workers. Other reasons for the growth of part-time work included the growing importance of small businesses, particularly in the services sector, and their requirement of flexibility in their operations, as well as the pressing need for greater productivity and efficiency in order to remain competitive. In a general environment of recession and reduced business activity, part-time work provided employment opportunities which would not otherwise be available. It was also useful in providing work experience, particularly for young persons, and gave workers in general a better chance of gradually gaining access to full-time employment if they so wished. For all these reasons, the barriers to part-time work should be dismantled and this form of employment should be promoted and encouraged.

18. In this context, the Employers' members were firmly opposed to the adoption of a Convention on part-time work, which they believed would give rise to inevitable rigidities, inflexibilities and additional costs. Such an instrument would be seriously counterproductive in terms of employment and would deny workers the choice of working time arrangements and employers the freedom to organize the work of their staff in a more productive manner. Part-time work, which had grown surprisingly rapidly in many countries, met the needs of both employers and workers in a modern economy and was a consensual arrangement. It was a legitimate form of work which had characteristics that distinguished it from other forms of non-full-time work. One of these was the concept of an employment relationship which had a significant degree of continuity and contained a prior understanding concerning the work to be done and the period over which it was to be performed. Although the Employers' members supported the fair treatment of part-time workers, they opposed the adoption of standards which had no relevance or justification and which could only lead to the loss of part-time jobs and of employment opportunities in general. Moreover, it was unacceptable for the ILO to adopt standards which concerned almost exclusively the industrialized countries, and particularly those in Western Europe. A Convention of the sort now proposed would receive no support from employers and would be adopted against their opposition. It would have little or no relevance to the present needs of the majority of ILO member States and would remain largely unratified and unimplemented. The proposed texts failed to address the need to eliminate the barriers to part-time work which often prevented its full development. Furthermore, the proposed definition of part-time work had the effect of encompassing all workers who were not full-time employees, and therefore included casual, temporary and seasonal workers, despite the fact that it had not been the Governing Body's intention for the proposed standards to cover these categories of workers. The definition of part-time work was central to the whole discussion and it would not be easy to arrive at an appropriate solution. The Proposed Conclusions would therefore have to be substantially amended if they were to be at all acceptable to the Employers' members.

19. The Government member of Nigeria said that part-time work was not a common phenomenon in the developing countries. He believed that a Convention and a Recommendation on the subject should confine themselves to laying down basic guidelines and principles for the protection of part-time workers. It was necessary to ensure that these guidelines did not make it more advantageous for employers to engage part-time rather than full-time workers, nor should they cause employers to abandon part-time work.

20. The Government member of Antigua and Barbuda noted that concerns relating to part-time work differed from one country to another. In his country, the Labour Code did not refer to part-time workers at all. He warned of the dangers of making distinctions between categories of the labour force. All workers, irrespective of their hours of work, should be entitled to benefits such as sick leave, holidays and social security. In the case of part-time workers, the hourly rate of pay should be the same as for their full-time colleagues. He hoped that the instruments adopted would not deteriorate the situation of part-time workers in his country.

21. The Government member of Turkey noted that part-time work was increasing both in industrialized and developing countries and that for this reason it was necessary to have international instruments on part-time work. He would favour a Convention containing flexible provisions making it easier to take into account differences in the economic and social situation of ILO member States. He would also favour a Recommendation complementing the Convention.

22. The Government member of Sweden agreed that the role of the Committee should be to formulate standards which were universally relevant and applicable. She noted with concern that Report V (1) had hardly offered a single reference to part-time work in the developing countries. It was therefore with satisfaction that she had learnt that Governments from all parts of the world had replied to the Office questionnaire. She pointed out that part-time workers were already covered by the Conventions and Recommendations of the ILO which were of general applicability. Not one instrument specifically excluded them. However, these standards had not been drafted with the specific aim of addressing the obstacles to part-time work or the specific needs for protection of part-time workers. Nevertheless, many of the standards which had already been adopted took on special importance for part-time workers, the great majority of whom were women. This was particularly true of the instruments relating to discrimination, equal remuneration and workers with family responsibilities.

23. The Government member of Sweden added that in her view a new instrument on part-time work, if any were adopted, should take the form of a Recommendation. A Convention with the form envisaged in the questionnaire could actually entail a risk of excluding part-time workers from the scope of general ILO Conventions, or of detracting from their application to part-time work. This would not only be detrimental to part-time workers, but would also undermine the previous instruments. It would be preferable for the ILO, when monitoring the effect given to its other Conventions, to focus its attention on the situation of part-time workers. If, however, a Convention were to be adopted, her delegation believed that it should only lay down fundamental principles aimed at equality of protection and treatment for part-time workers, and that any detailed guidelines should be contained in the Recommendation. Although the Office had included in its Proposed Conclusions a provision specifying that standards on part-time work should not affect more favourable provisions applicable to part-time workers under other international labour standards, this did not meet her full concern. In her view, an explicit reference should be made in a preambular paragraph of the new instruments to the fact that the ILO had adopted standards of general applicability which covered part-time workers and that their application to part-timers should be ensured.

24. The Government member of Denmark, speaking on behalf of the Government members of Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal and Spain, noted that the Member States of the European Communities had a certain experience with legislation relating to part-time work. Most Member States of the European Communities were in favour of a Convention which contained some minimum standards, and which left room for collective bargaining. However, the content of any instruments which were adopted should take into account the problems and needs of developing countries.

25. However, the Government member of the United Kingdom did not consider that the adoption of international standards in the field of part-time work would be helpful. Moreover, the issues covered in the proposed instruments were largely irrelevant to developing countries, which nevertheless made up the majority of the member States of the ILO. They were also counter to the interests of both the employers and workers, since they limited the flexibility of employers and jeopardized the employment of part-time workers. There was a fundamental inconsistency between the promotion of part-time work and the raising of barriers to it through the adoption of protective measures. If a Recommendation were to be adopted, it should take into account the needs of all member States.

26. The Government member of Germany considered that part-time work presented various advantages for both employers and workers. From the employer's point of view, the increased productivity and flexibility of part-time work compensated for its various organizational disadvantages. In a situation in which there was a limited volume of employment, it could be instrumental in easing the labour market by sharing out the available work. It offered the possibility for new entrants to the labour market to gradually become integrated into the world of work and also gave them the opportunity to continue their studies while working at the same time. In particular, it responded to the needs of women workers with family responsibilities. Women currently accounted for 90 per cent of part-time workers in his country, although the rate for men would undoubtedly increase once they learnt to share family duties. He emphasized that part-time workers should have the same rights and duties as full-time workers, in fields

such as the termination of the employment relationship and holiday entitlements. He welcomed this opportunity for the adoption of standards, which could contribute to ensuring that part-time work was no longer considered to be second-rate employment.

27. The Government member of the United States added that part-time work was also a phenomenon of increasing importance in his country, alongside various other forms of contingent employment. Although they provided greater flexibility in the labour market, these forms of employment resulted in lower wages and a loss of various fringe benefits. While a significant component of part-time work was voluntary, in the sense that it was desired by both workers and employers, over the past two decades two-thirds of the increase in this form of employment had been involuntary. His country, as well as many other countries, therefore faced the challenge of developing and implementing new policies which could begin to eliminate the adverse effects of these forms of employment, while maintaining the necessary flexibility in the labour market. The Committee's discussions would therefore provide specific guidance to member States and would highlight the importance of dealing with the adverse effects of contingent forms of employment. His country shared the fundamental commitment of ensuring that all workers had access to the necessary level of social protection and benefits, irrespective of whether they worked full- or part-time.

28. In response to the remarks of the previous speaker, the Employers' member of the United States said that the situation of part-time workers in his country was not as negative as it had been portrayed. The major reason for its growth had been the rise in the participation rate of women on the labour market. Many part-time workers were professional and technical workers and were well-paid. Moreover, under his country's legislation, part-time workers could be covered by collective bargaining and had been included in a number of collective agreements.

Consideration of the Proposed Conclusions contained in Report V (2)

A. FORM OF THE INSTRUMENTS

Point 1

29. The Employers' members submitted an amendment to delete Point 1. They believed that the adoption of standards on part-time work was not an appropriate manner for the ILO to address the relationship between part-time work and the general economic and social situation in the world today. Part-time work was an indispensable component of the labour force in many economies, particularly in the industrialized countries. It gave employers greater flexibility to adapt their activities to market demands and it increased job opportunities by providing work in circumstances which would not otherwise be possible. In a situation of universally depressed economic and business activity, unemployment and poverty, it was important that the ILO's activities should be directed principally towards the promotion of employment rather than the setting of standards. In this context, it was particularly ironic that the proposed standards, by introducing inflexibilities and rigidities in relation to part-time work, could have a negative impact on the needs of the workers by making jobs disappear. This was particularly inappropriate at a time when the Fourth Human Development Report of the United Nations Development Programme had stated that unemployment was the issue of the 1990s and that the fundamental key to change was job creation. Moreover, the preparatory work was not sufficient to permit the adoption of new standards on part-time work. The Office reports had concentrated on the situation in the industrialized countries, and in Western Europe in particular. ILO standards should be universal in character and there was something fundamentally wrong in attempting to adopt standards which concerned only a small group of countries.

30. In reply, the Workers' Vice-Chairperson expressed the conviction of the Workers' members that standard-setting was not in any way obsolete and emphasized the important contribution that it made to improving the situation of workers and achieving general economic progress. She also reminded the Committee that the decision of the Governing Body to include an item on part-time work on the agenda of the Conference had been taken unanimously. It would therefore be very unusual for the Conference to take a decision at this stage not to examine the proposed instruments. It was important that the Conference adopted standards on part-time work which contributed to ensuring the rights of all workers, and particularly this increasingly important category of the labour force. She also emphasized that it was clear that there was broad support from the developing countries for the proposed instruments. Standards on part-time work anticipated the future development of this form of employment in those countries. The Workers' member of Sri Lanka confirmed that part-time work was an increasingly important phenomenon in developing countries and said that it often emerged following structural adjustments. The problem should not be ignored. It was the role of the ILO to set minimum standards in order to guarantee fundamental rights and protection. These standards needed to be sufficiently flexible to apply to both the developing and the industrialized countries.

31. A number of Government speakers opposed the amendment. The Government member of Canada agreed with the Employers' Vice-Chairperson that the problem of unemployment was particularly serious and a matter of great concern to most Governments. However, part-time work was an extraordinarily topical issue and there was a need to address it through international labour standards. It was the firm view of her delegation that it was important to adopt a Convention which focused on broad general principles of general applicability. The Government member of Cyprus added that the time was appropriate for the adoption of standards on part-time work, and that they should be flexible enough to be acceptable to most countries. The Government member of the United States emphasized the fundamental importance of the continued enactment and implementation of international labour standards in achieving sustainable economic growth throughout the world. Employment growth which was achieved by the utilization of workers in violation of fair and equitable labour standards

would inevitably lead to a rise in protectionist pressures in the major industrialized countries. This would in turn lead to an erosion of the world trading system which was so essential to sustainable global economic expansion.

32. The Government member of Denmark, speaking on behalf of the Governments of Belgium, Denmark, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Portugal and Spain, supported the adoption of standards on part-time work and therefore opposed the amendment. The Government member of Switzerland added that such standards needed to be flexible. The Government member of Turkey emphasized that part-time work was taking on importance in the developing countries and that the issue should be covered by international labour standards.

33. The amendment was rejected by a vote of 2,032 in favour and 3,388 against.

34. Point 1 was adopted without change.

Point 2

35. The Employers' members withdrew an amendment to delete the point.

36. The Employers' members and the Government members of Indonesia, Japan, Malaysia and Sweden all submitted amendments to delete the words "Convention supplemented by a". The Employers' Vice-Chairperson emphasized that the arguments which he had advanced for the previous point had even greater force on the question of the adoption of a Convention, which by its nature imposed binding obligations and would therefore certainly lead to inflexibilities, rigidities and a decline in job opportunities. The ILO would be much better able to promote part-time work through the adoption of a Recommendation than a Convention. Moreover, it would not be appropriate to adopt a Convention based on background reports which were largely confined to the situation in the industrialized countries. If a Convention were to be adopted it would be in the face of strong opposition by employers and would be largely unratified and unimplemented. This would be a waste of ILO time and resources which were sorely needed for the alleviation of poverty, rather than for the adoption of instruments which would obstruct the creation of jobs.

37. The Government members who had submitted identical amendments believed that the flexibility required in the proposed instruments on part-time work would be more effectively met by the format of a Recommendation than a Convention. The Government member of Indonesia pointed out that part-time work was a new phenomenon in his country, although some workers had to work shorter hours due to a temporary lack of demand. This problem mainly affected workers in the informal sector. Developing countries therefore needed information and guidelines for dealing with the issue, but not binding obligations. The Government member of Japan, also speaking on behalf of the Government member of Sweden, noted that existing ILO Conventions also covered part-time workers. Since many part-time workers were women, standards such as the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Workers with Family Responsibilities Convention, 1981 (No. 156), were particularly relevant to their situation. The Government member of Malaysia also warned that, due to their differing circumstances and needs, developing countries with a high rate of unemployment would find it difficult to ratify a Convention.

38. The Government members of the Philippines, Swaziland and the United Kingdom supported the above amendments. The Government member of Mexico believed that a Recommendation would enable member States to adopt measures in their own time in accordance with their national circumstances, law and practice. Such a Recommendation should contain the necessary provisions to recognize and guarantee the rights of workers, as well as the flexibility inherent in part-time work. The Government member of Antigua and Barbuda warned that the issue of part-time work had so many controversial aspects that this was not the appropriate time for the adoption of a Convention.

39. However, other Government members opposed the amendment. The Government member of the United States emphasized that international labour Conventions played a key role in achieving better labour standards throughout the world. The Government member of Norway and the Government member of Denmark, speaking on behalf of the Governments of Belgium, Denmark, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Portugal and Spain, supported the adoption of both a Convention and a Recommendation. The Government member of Cyprus, agreeing with the above speakers, informed the Committee that part-time work was also a growing phenomenon in less developed countries and that it was only equitable for part-time workers to be treated in the same way as their full-time colleagues. The Government member of Senegal agreed that part-time work was sufficiently important to warrant the adoption of a Convention which could be widely ratified and would receive tripartite support in its implementation. The Government members of the Czech Republic and Chile emphasized the need to adopt a flexible Convention supplemented by a Recommendation.

40. The amendments submitted by the Employers' members and the Government members of Indonesia, Japan, Malaysia, and Sweden were rejected by a vote of 2,464 in favour and 2,856 against, with 28 abstentions.

41. Point 2 was adopted without change.

Addition of new Points relating to a preamble after Point 2

42. An amendment submitted by the Government members of Australia, Canada, Japan, Norway, Sweden and the United States sought to add the following preambular paragraph after point 2:

Recognizing the general applicability of ILO standards to part-time workers and the special relevance of the provisions of the Equal Remuneration Convention, 1951, the Discrimination (Employment and Occupation) Convention, 1958, and the Workers with Family Responsibilities Convention, 1981.

43. The Workers' members also submitted an amendment to add a preambular paragraph. In addition to the above instruments, their proposal noted the provisions contained in the Employment Policy (Supplementary Provisions) Recommendation, 1984, and in the Employment Promotion and Protection against Unemployment Convention, 1988.

44. Introducing the first amendment, the Government member of Sweden noted that it was important to include in the Preamble to the Convention a provision which reaffirmed the general applicability of ILO standards to part-time workers and which made specific reference to those which were of particular importance to them.

45. The Employers' Vice-Chairperson said that, although he was not opposed to the principles underlying the two amendments, their specific wording caused some problems. In response to these concerns, the Government member of Canada proposed that the new preambular paragraph should start with the words "Taking note of the relevance, for part-time workers," in place of the words "Recognizing the general applicability of ILO standards to part-time workers and the special relevance".

46. The Workers' Vice-Chairperson indicated that she could agree with the above text provided that it also referred to the other two instruments mentioned in the amendment submitted by the Workers' members. The Government member of Canada and the Government member of Denmark, on behalf of the Governments of Belgium, Denmark, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Portugal and Spain, agreed with the proposed subamendments.

47. The Committee adopted a new preambular paragraph to follow point 2, which read as follows:

Taking note of the relevance, for part-time workers, of the provisions of the Equal Remuneration Convention, 1951, the Discrimination (Employment and Occupation) Convention, 1981, the Workers with Family Responsibilities Convention, 1981, the Employment Policy (Supplementary Provisions) Recommendation, 1984, and the Employment Promotion and Protection against Unemployment Convention, 1988.

48. The Workers' members submitted an amendment to add a further preambular paragraph:

Recognizing the importance of productive and freely chosen employment for all workers and the need to adopt policy measures to ensure that part-time workers enjoy equal opportunities and treatment in matters such as working conditions, access to employment and social security.

The Workers' Vice-Chairperson emphasized that the proposed new paragraph confined itself to established ILO language and was important in setting the context of part-time work at the beginning of the proposed instrument.

49. The Employers' Vice-Chairperson said that he agreed with the broad intent behind the proposed new preambular paragraph but found difficulty with some of the wording. In particular, he did not feel that the Preamble was the correct place to indicate that Governments had an obligation to adopt policy measures. The reference to equal opportunities and treatment in working conditions for part-time workers was inappropriate because the remainder of the text did not deal extensively with working conditions. Moreover, the reference to social security would probably give rise to considerable difficulties for Governments. He therefore suggested a wording to replace this part of the amendment which emphasized the economic importance of part-time work and the importance of part-time workers being able to enjoy access to employment opportunities.

50. After the Workers' Vice-Chairperson had indicated that the proposed change was too radical to be acceptable to the Workers' members, the Government member of Canada introduced a subamendment to meet the concerns of both the Employers and the Workers. The proposed wording referred to the need to ensure "equivalent" protection for part-time workers in the areas of working conditions, access to employment and social security. This proposed subamendment was supported by the Government members of the United States, Switzerland and Austria. However, the Government member of Denmark, speaking on behalf of Belgium, France, Denmark, Germany, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain and the United Kingdom, felt that it would be preferable to discuss the matters referred to in the proposed new preambular paragraph under the substantive provisions of the proposed Convention and Recommendation. Following a brief discussion concerning the context in which the word "equivalent" was being used, the Committee agreed to further subamend the wording of the new paragraph by deleting the word "equivalent".

51. The Committee adopted the following preambular paragraph:

Recognizing the importance of productive and freely chosen employment for all workers, the need to recognize the economic importance of part-time work and the need to ensure protection for part-time workers in the areas of working conditions, access to employment and social security.

B. DEFINITION AND MEANS OF APPLICATION

Point 3

52. The Employers' members submitted an amendment to replace the text of paragraph 3 (a) by the following:

The term "part-time worker" should mean an employed person who works on a regular and customary basis under a continuing contract of employment in which the hours of work are within levels to be determined by the competent authority with reference to industry and enterprise circumstances, or by collective or voluntary agreements.

The Employers' members believed that the definition of part-time worker was fundamental and raised some very difficult issues. There had been a clear understanding when part-time work was placed on the agenda of the Conference that the proceedings of the Committee should not cover casual, temporary or seasonal work. However, the definition proposed by the Office regarded part-time workers as being persons who worked shorter hours than their full-time colleagues under any type of employment relationship. The Employers' members were convinced that part-time work differed fundamentally from casual, temporary and seasonal work and that this difference should be recognized by the exclusion of these latter categories of workers from the definition of part-time work. The amendment therefore sought to put forward a definition which recognized the essential difference between part-time work and these other forms of employment relationship by emphasizing the regular and continuous nature of part-time work. He added that many of the provisions contained later in the proposed instruments, such as those covering the termination of the employment relationship, presupposed a regular employment relationship for part-time workers.

53. The Employers' Vice-Chairperson also referred to the importance of the question of thresholds. The definition of part-time worker contained in the original questionnaire sent out by the Office had referred to thresholds. However, in order to accommodate some of the comments made in reply to the questionnaire, the Office had considered it better to address the issue of thresholds later in the proposed text and to confine them to specific subjects, such as social security. The Employers' members did not agree with this approach. The proposed amendment therefore sought to deal with the question of thresholds as an integral part of the definition of part-time workers.

54. The Government member of Australia described the situation in her country, where there were a significant number of casual employees. Their employment relationship had a distinct character and they were remunerated and protected on a different basis than workers who were covered by permanent contracts of employment. If the definition proposed by the Office were to be retained in combination with the current wording of Point 6 (1), it would be very difficult for her Government to ratify the resulting Convention. However, she also noted that it might be possible to address these problems under Point 6 of the Proposed Conclusions.

55. A number of Government members supported the amendment submitted by the Employers' members. The Government member of Malta said that the regulations in his country established an upper threshold for part-time workers and a lower threshold for full-time workers. If part-time workers were employed for more than a certain number of hours, they became full-time workers. He proposed to subamend the text proposed by the Employers' members by deleting the words "and customary" and "continuing". The Government member of Ireland considered that the text proposed by the Office would give rise to confusion in the definition of part-time workers. The definition needed to establish upper and lower limits and should refer to normal hours of work as established by national law and practice. The Government members of Ireland, Japan and the United Kingdom supported the amendment proposed by the Employers' members, as subamended by the Government member of Malta. The Government member of the United Kingdom regretted that the definition proposed by the Office did not enable workers to determine directly whether or not they were part-time workers. Moreover, it assumed that it was possible to define normal full-time hours, which in practice varied considerably, and that most workers were covered by collective bargaining and agreements.

56. The representative of the Secretary-General noted that the Governing Body, when deciding to include part-time work on the agenda of the Conference, had referred to the need to avoid dealing with all forms of atypical work in the same instrument. However, it had not specified that the instruments should deal only with permanent part-time workers. Part-time workers were covered by many different forms of employment relationship. Although certain part-time workers were evidently in a permanent employment relationship, many of them also worked on a temporary, seasonal or casual basis. The intention of the definition contained in the Proposed Conclusions had therefore been to cover all part-time workers, irrespective of their employment relationship.

57. The Workers' members opposed the amendment. They considered that the definition contained in the Proposed Conclusions had wisely avoided references to national situations and had excluded the problem of the type of employment relationship. It had also been wise of the Office to postpone treatment of the problem of thresholds until later in the proposed instrument.

58. A number of Government members also stated a preference for the text proposed by the Office. The Government member of Canada considered that the definition contained in the proposed amendment created numerous problems. By way of illustration, its reference to a contract of employment meant that the instrument would only be of limited applicability in a country such as her own in which it was neither compulsory, nor the practice for a written contract of employment to be established. The definition should cover part-time workers in general and any exceptions should be set out elsewhere in the proposed instruments. The definition proposed by the Office had the advantage of allowing the necessary flexibility in the substantive provisions of the Convention. The Government member of Cyprus, as well as the Government member of Denmark, speaking on behalf of the Governments of Belgium, Denmark, France, Germany, Italy, Luxembourg, the Netherlands, Portugal and Spain, also supported the definition proposed by the Office, which they considered to be sufficiently broad and flexible. The Government member of Turkey also opposed the amendment put forward by the Employers' members.

59. The Government member of Japan considered that the basic characteristic of part-time workers was that they worked shorter hours than full-time employees. Within the framework of a broad definition, member States would be left with sufficient flexibility to determine the relevant definitions according to their policies.

60. Referring to the definition proposed by the Office, and the misunderstanding which appeared to have emerged among certain members of the Committee, the representative of the Secretary-General indicated that by employing the words "for the relevant type of work or occupation", the Office had intended that the equality of protection sought for part-time workers should be achieved by comparing what was comparable. By way of illustration, part-time workers in a seasonal employment relationship could not be compared, from the point of view of their protection, with permanent full-time workers, just as part-time workers in a permanent employment relationship could not be compared with casual workers working on a full-time basis. It was therefore within each type of employment relationship that equality between part- and full-time workers should be promoted and the objective of the new

standards was not, in any event, to treat part-time workers better than full-time workers.

61. The Government member of Switzerland, noting that the text of the Convention would only attempt to compare what was comparable, also supported the definition proposed by the Office. If the Employers' amendment were to be adopted, she feared that casual, temporary and seasonal workers would be excluded from the protection provided by the instruments. She particularly welcomed the reference to weekly working hours in the text proposed by the Office.

62. After consultations between the Officers of the Committee, a compromise text was placed before the Committee for consideration in the form of an amendment submitted by the Chairperson, which sought to replace Point 3 by the following:

> For the purposes of these standards:
>
> (a) the term "part-time worker" should mean an employed person whose normal hours of work are less than the normal hours of work of comparable full-time workers;
>
> (b) the normal hours of work referred to in clause (a) may be weekly or calculated on average over a given period of employment;
>
> (c) the term "comparable full-time workers" used in clause (a) above and in other points of the Proposed Conclusions refers to full-time workers:
>
> (i) in the establishment or branch of activity concerned;
>
> (ii) with the same type of employment relationship and the same or a similar type of work or occupation as the part-time worker concerned;
>
> (d) this definition should not apply to full-time workers affected by partial unemployment, that is a collective and temporary reduction in normal hours of work for economic, technical or structural reasons.

When introducing the new text, the Chairperson drew the Committee's attention to the need, in addition to the revised definition, to amend points 7, 8, 9, 10, 18 (2), 19 (2), 20, 23 and 24, of the Proposed Conclusions by replacing the words "all other workers" or "other workers" by the words "comparable full-time workers".

63. The Employers' Vice-Chairperson welcomed the proposed text as a vast improvement which satisfied many of the concerns of the Employers. He withdrew the amendment he had proposed previously.

64. In response to a request for clarification from the Workers' Vice-Chairperson, the representative of the Secretary-General confirmed that the term "normal hours of work" employed in the proposed definition covered only the hours usually worked by a worker, and excluded overtime hours worked by full-time workers and the hours performed by part-time workers over and above their agreed working hours. He also indicated that the phrase "the same type of employment relationship" referred to workers employed under a specific type of employment relationship, such as permanent employment, as well as, in non-permanent employment, fixed-term, temporary, seasonal or casual employment relationships. Within each type of employment relationship, all part-time workers were included, irrespective of their hours of work. Following this clarification, the Workers' Vice-chairperson pointed out the Workers' concern that a mere difference in hours of work should not be sufficient to classify a part-time worker as having a different employment relationship than a full-time worker. Since the Office had agreed with the Workers on this point, she was able to support the new definition.

65. The amendment was also supported by the Government member of Canada and the Government member of Denmark, speaking on behalf of the twelve member States of the European Communities.

66. Point 3 was adopted as amended.

Point 4

67. The Employers' members submitted an amendment to replace the words "international labour standards" by the words "ILO Conventions". The Employers' Vice-Chairperson believed that the original wording was capable of a wider definition than originally intended and might encompass instruments such as the Directives of the European Communities. Moreover, the only ILO instruments which could be considered to be "applicable" in the strict sense of the term were Conventions, which became applicable when ratified. Recommendations were not applicable in that sense.

68. The Workers' members expressed a preference for the original text, which was drafted in normal ILO language.

69. The representative of the Secretary-General noted that only the provisions of Conventions, following their ratification, had to be applied to workers who came within their scope. The amendment was therefore relevant, since the term "international labour standards" included Recommendations as well as Conventions.

70. The Government member of Canada saw little difference between the two terms, neither of which affected the obligations by member States under other treaties incorporating higher standards. The Government member of Denmark, speaking on behalf of the twelve member States of the European Communities, considered that the amendment was acceptable.

71. Point 4 was adopted as amended.

Point 5

72. The Employers' members submitted an amendment to replace the first sentence of Point 5 by the following:

> The standards should, insofar as they are not otherwise made effective by means of collective agreements, arbitration awards or court decisions or in such a manner as may be consistent with national practice, be given effect by laws or regulations.

The Employers' Vice-Chairperson confirmed that the amendment was merely a reversal of the order of the text proposed by the Office, which started with laws and regulations and then referred to collective agreements. The language used was almost precisely the same as a provision in the Termination of Employment Convention, (No. 158) 1982, and the rationale behind the amendment was to emphasize the primacy of a negotiated approach between the social partners, which should only be followed by the adoption of laws and regulations if it were unsuccessful.

73. The Workers' Vice-Chairperson observed that Convention No. 158 was more limited in scope than the matters under examination by the Committee, which explained the emphasis placed in that Conven-

tion on collective bargaining as a means of applying its provisions. The question of part-time work was broader and the Office's text, which placed emphasis on legislation, was therefore preferable.

74. The Government members of Canada and the United Kingdom saw little difference between the two texts. However, the Government member of Denmark, speaking on behalf of Belgium, Denmark, Germany, Greece, Italy, Portugal and Spain, rejected the amendment as adding nothing new.

75. The representative of the Secretary-General indicated that the only difference between the Offices text and the amendment proposed by the Employers' members was that in the former emphasis was placed on legislation as a means of applying the provisions of the proposed Convention, whereas in the latter it was placed on collective bargaining. What mattered in practice was that the provisions of the Convention were strictly applied and the order of the means used for this purpose had very little importance.

76. The Employers' Vice-Chairperson did not wish to cause a vote to be taken and therefore withdrew the amendment.

77. The Government members of Denmark and Germany submitted an amendment to insert the following sentence after the first sentence:

> For the members where the provisions of this Convention are matters normally left to agreements between employers or employers' organizations and workers' organizations, compliance with those provisions shall be treated as effective if they are applied through such agreements to the great majority of the workers concerned.

The Government member of Denmark, supported by the Government member of Germany, said that the amendment had been submitted in view of the special characteristics of the system of collective bargaining in Denmark and Germany. The great majority of workers in these two countries were covered by collective agreements, although some were not. The proposed amendment would make it possible to ratify the Convention. The same language was contained in the Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172). The Government member of Germany added that between 70 and 80 per cent of workers were covered by collective agreements in his country. To adopt legislation covering the other workers who are not member of trade unions, would be in contradiction with the principle of the autonomy of the social partners.

78. The Workers' Vice-Chairperson said that the Convention should encompass all part-time workers, and not only those covered by collective agreements. The proposed language would have the effect of diminishing the obligation of governments in certain member States to take measures to apply the Convention. She therefore opposed the amendment.

79. The Government member of Canada also opposed the amendment and pointed out that the original text of Point 5 covered the concerns expressed by the authors of the amendment. In many countries, such as her own, collective agreements applied to a fairly small proportion of workers, unlike those States in which there was a nationwide system of collective bargaining. The Government member of Cyprus also preferred the Office's text, which she considered to be sufficiently flexible to take account of the concerns of the Government members of Denmark and Germany.

80. The representative of the Secretary-General noted that although the language used in the Working Conditions (Hotels and Restaurants) Convention, (No. 172) 1991, was similar to the wording proposed in the amendment, that Convention only covered workers in a particular sector. In such a case, it was more likely that agreements could be concluded covering all or nearly all of the workers in concerned. This was not true of the proposed instruments on part-time work, which would cover all branches of activity, and therefore situations which were very different regarding collective bargaining. He also pointed out that the Nursing Personnel Convention, 1977 (No. 149), which also covered a specific sector, did not contain similar language because the workers concerned were employed by both the public sector and private enterprises and were therefore covered by different conditions of employment.

81. The Government member of Austria considered that the amendment came close to providing that in certain circumstances Governments which ratified the Convention would have no obligations to implement. Those workers who were not covered by collective bargaining would not be protected by the Convention, yet they were often the most vulnerable categories of workers. The Government member of the United Kingdom agreed that if the amendment were adopted, workers who were not covered by collective agreements would not benefit from the Convention.

82. The Government members of Denmark and Germany withdrew the amendment and Point 5 was adopted without change.

C. PROPOSED CONCLUSIONS WITH A VIEW TO A CONVENTION

Point 6

83. The Workers' members submitted an amendment to replace the text of Point 6 (1) by the following: "The Convention should apply to all part-time workers, irrespective of hours worked." The Workers' Vice-Chairperson said that the definition of part-time work adopted in the new text of Point 3 had clarified the approach of the Convention, under which part-time workers would be compared with full-time workers covered by the same type of employment relationship. It was thus no longer necessary for there to be exclusions from its scope. The Workers' members had therefore proposed a simpler text which aimed to include all part-time workers within the scope of the proposed Convention.

84. The Employers' Vice-Chairperson expressed strong opposition to the amendment. The Government members of Canada, Cyprus, the United States and Denmark, speaking on behalf of Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal and the United Kingdom, also opposed the amendment.

85. In view of the above opposition, the Workers' Vice-Chairperson withdrew the amendment.

86. The Government member of Japan, seconded by the Government member of Germany, submitted

an amendment to add the words "except public servants" after the words "part-time workers". She explained that there were cases in which part-time workers in the public sector in Japan enjoyed the status of public servants and were therefore subject to specific laws and regulations. It was necessary to give special consideration to workers in the public sector, who had to serve the common interests of the country. The proposed Convention and Recommendation should not therefore apply to them. The Government member of Germany added that in Germany many public servants enjoyed favourable conditions of employment, including guaranteed lifetime employment. The application of the Convention to this particular category of public servants would therefore raise special problems in the context of point 12.

87. The Government member of Austria supported the amendment and noted that if the provisions of the Convention as set out in the Proposed Conclusions were applied to some part-time workers in the public sector, because of the salary structure in the public service in his country, they would receive preferential treatment in respect of full-time workers. The Government member of Malaysia emphasized that in his country the labour provisions governing workers in the public and private sectors were quite different. If the amendment was not adopted it would be difficult for his Government to ratify the Convention.

88. The Employers' members, the Workers' members and the Government members of Cyprus, the United States, Canada, the Republic of Korea and the Netherlands opposed the amendment on the grounds that public servants constituted too broad an exclusion from the provisions of the Convention. The Government member of Antigua and Barbuda warned that the proposed amendment could have the effect of introducing discrimination between employees in the public and private sectors.

89. In view of this opposition, the Government member of Japan withdrew the amendment stating that it would be possible for Japan to exclude part-time workers in the public sector by using the general procedure mentioned in Point 6 (2) at the time of ratification.

90. The Workers' members submitted an amendment to replace the words "representative organizations of employers and workers concerned" by the words "most representative organizations of employers and workers". They believed that it would be more appropriate for consultation to take place with the central organizations of employers and workers, since the exclusion of a limited category of workers or establishments from the provisions of the Convention could have a very important impact at the national level.

91. The Employers' Vice-Chairperson considered that the most representative organizations of employers and workers at the national level might not be particularly representative of workers in the category concerned by any proposed exclusion. He noted that the text of Point 5 included the need for consultation with the most representative organizations of employers and workers before the adoption of laws or regulations. It was therefore logical that paragraph 6 (1) should refer to more local organizations representing the specific workers concerned.

92. The Government member of Cyprus also opposed the amendment and noted that the most important consideration was the consultation of the organizations most directly concerned by any proposed exclusion. The Government member of Canada pointed out that consultations with the organizations representing the employers and workers concerned did not prevent the central representative organizations being consulted on the same issues. The Government member of Turkey and the Government member of Denmark, speaking on behalf of the member States of the European Communities, also opposed the amendment.

93. In view of the lack of support, the Workers' Vice-Chairperson withdrew the amendment.

94. The Workers' members submitted an amendment to add, after the word "may" in the second line, the words ", for a limited period of time". The Workers' Vice-Chairperson explained that the objective of the amendment was to ensure that the exclusions which were made for certain categories of workers or of establishments did not become permanent and that they were limited in time.

95. The Employers' members opposed the amendment in the belief that the possibilities for exclusions contained in the proposed text were already too limited and that they should therefore be widened rather than restricted. The scope of the Convention should be formulated in a sufficiently flexible way as to facilitate its ratification.

96. The Government members of Canada, Cyprus, Austria and Denmark, speaking on behalf of all the member States of the European Communities, opposed the amendment and emphasized that the Convention needed to allow for a certain measure of flexibility in order to ensure that it could be both ratified and implemented.

97. In view of this opposition, the Workers' Vice-Chairperson withdrew the amendment.

98. The Workers' members submitted an amendment to delete the words "or of establishments" in the fourth line of Point 6 (1). The Workers' members believed that the possibility of excluding categories of establishments could be used to give rise to too many exceptions to the provisions of the Convention, and that such exclusions could affect the competitiveness of other enterprises. They believed that exclusions should be confined to limited categories of workers.

99. The Employers' Vice-Chairperson opposed the amendment because it reduced the flexibility of the Convention. The possibility of excluding certain categories of establishments could be very important in the context of small businesses. The amendment was also opposed by the Government member of Canada and Cyprus.

100. In view of this opposition, the Workers' members withdrew their amendment, although they expressed the hope that the exclusions provided for in Point 6 (1) would not be used too often.

101. The Government members of Australia, Canada and the United States submitted an amendment

to delete the word "limited" in the third line of Point 6 (1). The Government member of Canada explained that the adjective "limited" was an ambiguous term which was difficult to quantify. However, the authors of the amendment withdrew it in favour of an amendment proposed by the Employers' members which sought to replace the word "limited" by the word "specific". The Employers' Vice-Chairperson agreed with the previous speaker that the word "limited" was vague and difficult to interpret. The Employers' members were concerned that the instrument should be sufficiently flexible to be widely ratified by member States. The use of the term "specific" merely meant that Governments were bound to specify the categories of workers or of establishments which they decided to exclude. He also pointed out that the use of the term "limited categories" did not necessarily guarantee that these categories would cover only a small number of workers.

102. The Workers' Vice-Chairperson emphasized the importance of retaining the term "limited". The wording in question had already been used in various recent Conventions, including the Night Work Convention, 1990 (No. 171).

103. In reply to a question concerning the meaning of the word "limited" which had been used in the Office's text to qualify the categories of workers or of establishments which it was possible to exclude from the scope of the proposed Convention, the representative of the Secretary-General indicated that the word meant that the number of workers or establishments excluded should not be high. The objective of provisions of this type was to eliminate obstacles which the competent national authorities might encounter when they were examining the possibility of ratifying a new ILO Convention. Indeed, it might happen that the provisions of a Convention could be easily applied to the great majority of workers, with the exception of certain limited categories, but that the Convention was not ratified due to these problems of application. It was to prevent this contingency that the possibility of excluding these limited categories had been included in Point 6 (1). The possibility of excluding limited categories of workers or establishments gave flexibility to the proposed Convention. It was foreseen in other ILO Conventions, including the Holidays with Pay Convention (Revised), 1970 (No. 132), the Termination of Employment Convention, 1982 (No. 158), and the Night Work Convention, 1990 (No. 171), which also provided that limited categories of workers could be excluded from their provisions. Clearly, the types of workers or establishments which could be excluded could vary in accordance with the subject covered by the Convention and the conditions which prevailed in each country. Nevertheless, limits had been placed on the possible exclusions. The competent authority would have to consult the representative organizations of employers and workers concerned. It would also have to inform the ILO of the categories excluded and the reasons for their exclusion, which would give the Committee of Experts on the Application of Conventions and Recommendations the possibility of assessing the appropriateness of the exclusion and, in case of doubt, to intervene with the government concerned.

104. The Government member of Cyprus subamended the proposed text to replace the word "specific" by the word "particular", in order to place emphasis on the particularity of any categories of workers or establishments which were excluded. The amendment, as subamended, was supported by the Government members of Canada, Germany and the Netherlands.

105. Put to the vote, the amendment was adopted by 2,450 votes in favour and 1,789 against, with 486 abstentions.

106. The Employers' members submitted an amendment to replace the word "special" by the word "particular" and to delete the words "of a substantial nature". The objective of the amendment was to give the text of the proposed Convention greater flexibility in order to encourage its ratification and subsequent implementation. The word "special" when used to qualify problems relating to the implementation of the Convention was restrictive and difficult to interpret. The term "particular" would be more precise and would mean that Governments had to be specific about the exclusions which they had made. Moreover, the words of "a substantial nature" were also restrictive: the proposal to delete them was motivated by the belief that it should be sufficient for Governments to explain that they had encountered particular problems.

107. In reply to a question concerning the meaning of the words "special" and "of a substantial nature" in Point 6 (1) to qualify problems relating to the application of the proposed Convention which could justify the exclusion of limited categories of workers or establishments, the representative of the Secretary-General replied that the word "special" implied that the problems should be characteristic of the category which it was intended to exclude, while the words "of a substantial nature" reflected the idea that they should be problems which were serious in practice, and not of minimal importance. It of course would be for the supervisory machinery for the application of Conventions to assess, on the basis of the explanations provided by governments, the seriousness of the problems which justified the exclusions and, in case of doubt, to request further explanations.

108. The Workers' Vice-Chairperson opposed the amendment. The Government members of Canada, Cyprus, the United States and Denmark, speaking on behalf of Belgium, Denmark, France, Germany, Greece, Italy, Luxembourg, the Netherlands, Portugal, Spain and the United Kingdom, accepted the proposal to replace the word "special" by the word "particular", but rejected the deletion of the words "of a substantial nature". The Government member of the United States added that the necessary flexibility was already contained in Point 6 (1). Governments should specify the problems which led them to decide to avail themselves of the possibility of exclusions. The Committee adopted the replacement of the word "special" by the word "particular". The Employers' members withdrew their proposal to delete the words "of a substantial nature".

109. The Workers' members submitted an amendment to add at the end of paragraph 6 (1) the words ", other than those arising from the workers' part-

time status." The Workers' Vice-Chairperson said that since the present provisions of Point 6 (1) allowed Governments to exclude large categories of part-time workers from the provisions of the proposed Convention, the Workers' members wished to ensure that such exclusions were not based solely on the part-time status of the workers concerned.

110. While understanding the concern of the Workers' members, the Employers' Vice-Chairperson considered that the wording contained in the proposed amendment was in contradiction with the rest of the Point. The particular problems arising under the terms of the Convention could by definition only result from the part-time status of the workers concerned. The Government member of Canada also considered that the amendment reduced the flexibility of Point 6 (1). The Government member of Cyprus, as well as the Government member of Denmark, speaking on behalf of the Governments of Belgium, Denmark, France, Germany, the Netherlands, Spain and the United Kingdom, opposed the amendment.

111. In view of the above opposition, the Workers' members withdrew the amendment.

112. The Government members of Canada, Japan, New Zealand and the United States submitted an amendment to Point 6 (2) to replace the words "why this exclusion was and is still judged necessary" with the words "for this exclusion". The Government member of Canada feared that the present wording contained an implicit obligation for member States to reconsider any exclusions which they made to the provisions of the Convention. The objective of the amendment was therefore to ensure that the purpose of the provision was merely to provide the International Labour Office with information so that it could keep up-to-date with the situation in member States.

113. The representative of the Secretary-General stated that the information required concerning the reasons for which exclusions had been made or were still considered necessary was intended for the ILO bodies responsible for supervising the application of ratified Conventions, in order to enable them to assess whether the reasons given by the member States really justified the exclusions which had been decided upon.

114. The Employers' Vice-Chairperson supported the amendment, which was also favoured by the Government members of Antigua and Barbuda, Turkey and the United Kingdom.

115. However, the Workers' Vice-Chairperson believed that Point 6 (1) already permitted sufficient flexibility. Governments should have to justify the reasons for any exclusions which they made to the provisions of the Convention. The Government members of Cyprus, Germany and the Netherlands also opposed the amendment and expressed their preference for the Office text, which did not imply a commitment to reconsider the exclusions but instead to show that they continued to be justified. The Government member of Canada withdrew the amendment.

116. Point 6 was adopted as amended.

New Point after Point 6

117. The Workers' members submitted an amendment to add after Point 6 the following new Point: "Measures should be taken to identify and eliminate the direct and indirect obstacles which may prevent part-time workers from enjoying in practice the protection accorded to all workers." They emphasized that many obstacles, some of which were easy to identify, and others which were less visible or more indirect, prevented part-time workers from enjoying in practice the full protection afforded to full-time workers. It was necessary for Governments to take measures with a view to identifying and eliminating these obstacles.

118. The Employers' Vice-Chairperson strongly opposed the amendment on the grounds that it would be both undesirable and unenforceable. He noted that the terms "direct and indirect obstacles" would be difficult to interpret. The purpose behind the amendment was to give part-time workers much broader protection than that set out in Points 7, 8, 9 and 10 of the Proposed Conclusions. This would constitute a massive extension of the text and would give a completely new direction to the Proposed Conclusions. The Government members of Canada, Cyprus and Denmark, speaking on behalf of all the member States of the European Communities, also opposed the amendment. The Workers' members withdrew the amendment.

Point 7

119. The Employers' members submitted an amendment to delete the Point. The Employers' Vice-Chairperson said that, although the Employers' members were not opposed to the intention of the Office's text, it would not be enforceable in its present form. He pointed to the term "all workers", which provided only a very vague point of reference for the protection in question. It would be preferable once again to adopt the terminology "comparable full-time workers". Another problem in the original text lay in the fact that some limited aspects of the protection covered by Point 7 (a) could require proportional application to part-time workers, which was not possible under the Office's text. This provision would be more suited to a Recommendation. The amendment was supported by the Government member of Antigua and Barbuda.

120. The spokesperson for the Workers' members (the Workers' member of France) expressed absolute opposition to the amendment. The deletion of Point 7 would deny part-time workers certain fundamental rights which were recognized by other Conventions. It was inconceivable that part-time workers should not benefit from protection in areas such as freedom of association and the right to organize, occupational safety and health and the prohibition of discrimination in employment and occupation.

121. The Government members of Canada, Cyprus, Nigeria and of Denmark, speaking on behalf of all the member States of the European Communities, opposed the amendment. The Government member of the United Kingdom raised the question in relation to Point 7 (c) as to whether the present wording of the text would permit the adoption of

"fair discrimination", that is positive measures to improve the conditions of the workers concerned and discrimination in circumstances where, for example, race or sex represents a genuine occupational qualification for the job. In reply, the deputy representative of the Secretary-General indicated that there were a number of reasons why so-called "fair" discrimination would be possible. Positive measures that gave more than proportional advantages to part-time workers were common, such as minimum social security benefits of various types. Where such measures already existed, the ILO Constitution specified that the adoption or ratification of a Convention should in no case affect more favourable conditions for the workers concerned.

122. The Employers' members withdrew their amendment.

123. The Workers' members submitted an amendment to replace the introductory part of Point 7 by the following text: "Measures should be taken to ensure that part-time workers receive the same protection accorded to all workers, in particular in respect of:". They explained that the intention of the amendment was to reinforce the idea contained in the original text that measures needed to be taken to ensure that part-time workers received the same protection as full-time workers. Although many obstacles prevented part-time workers in practice from benefitting from this protection, the text left some doubt as to whether these obstacles existed. The Workers' members knew that they existed and that action needed to be taken to remove them.

124. The Employers' members opposed the amendment on the grounds that it sought to secure a massive extension of the protection laid down in Proposed Conclusions Nos. 7, 8, 9 and 10. The Government member of Canada was concerned that the use of the term "in particular" created an open-ended obligation which would encompass a series of undefined protections.

125. In response to a suggestion by the Government member of Denmark, speaking on behalf of all the member States of the European Communities, that the words "in particular" could be deleted from the proposed amendment, the Workers' members agreed to subamend the proposed text accordingly.

126. The Employers' Vice-Chairperson put forward a further subamendment to the proposed text to delete the word "same" and to replace the words "all workers" by the words "comparable full-time workers". He noted that the reference to all workers could limit the protection available to part-time workers since, if even small categories of workers did not enjoy a particular type of a protection, part-time workers would not be entitled to it. The wording "comparable full-time workers" made the text of more general applicability.

127. The Government members of Austria, Canada, Germany and Japan supported the inclusion of the concept of comparable full-time workers, but rejected the deletion of the word "same". The Government member of Canada shared the view that the rights enumerated in Point 7 should apply to all part-time workers. The main purpose of the text was not to establish the rights in question in absolute terms, but to ensure that the protection accorded to part- and full-time workers was comparable. The Government member of Antigua and Barbuda suggested that the word "other" should be inserted before the word "workers".

128. In response to a request for clarification from the Workers' members, the Deputy Representative of the Secretary-General pointed out that the new formulation of Point 3, which now referred to "comparable full-time workers", had a number of consequences for the rest of the text. As stated by several members, the use of the term "all workers" could have the effect of restricting the extent of the protection applicable to part-time workers, since such protection would have to be available to all other workers without exception in order to apply to part-time workers. A reference to "comparable full-time workers" would eliminate this problem and would therefore be more favourable to part-time workers. Following this clarification, the Workers' members accepted the replacement of the words "all workers" by the words "comparable full-time workers".

129. The Committee adopted the introductory part of Point 7, amended to read as follows: "Measures should be taken to ensure that part-time workers receive the same protection accorded to comparable full-time workers in respect of:".

130. The Employers' Vice-Chairperson confirmed that the Employers' members had no objection in principle to the application of fundamental rights to part-time workers. However, Point 7 (a) raised the question of the proportional application of some rights in the case of part-time work. This could be illustrated by the issue of works councils. In cases where their establishment depended on the total number of employees in an enterprise, part-time workers often counted towards the total on a *pro rata* basis. Countries in which this system was in force would find it very difficult to ratify a Convention which contained the present wording. The representative of the Secretary-General noted that, in the case of part-time workers, calculation of entitlements or benefits in proportion to their hours of work or earnings was not contrary to the principle of equality in certain cases. Indeed, it could be one of the means of achieving equal treatment between part– and full-time workers.

131. Point 7 was adopted as amended.

Point 8

132. Considering that it was difficult to determine which of the amendments submitted on point 8 should be examined first, the Chairperson proposed that the Committee should commence with a general discussion of the amendments. He also noted that members of the Committee encountered some difficulty in respect of the meaning of the term "unit wage rates" used in the Office's text. In reply, the representative of the Secretary-General explained that the term "unit wage rates" referred to the basic wage, but did not include the various financial emoluments and bonuses which would be paid in addition to the basic wage. The basic wage could be determined in respect of units of time (the hour, the day, the week, the month), and in the case of workers who were paid by output, by unit of production. In relation to the terminology used in the amendments

to compare the work performed by part-time workers with that done by full-time workers, he noted that in the context of equal pay, the term "the same work" required the work performed be strictly identical. The reference to work which was substantially the same allowed some differences between the work performed. The concept of "work of equal value", which was set out in the Equal Remuneration Convention, (No. 100) 1951, placed the emphasis on the value of the work, which could therefore have a different content while being of equal value.

133. The Employers' members submitted an amendment to delete the Point. The Employers' Vice-Chairperson explained that the text contained in the Proposed Conclusions went much too far and, if retained, would have a serious effect on the cost of part-time work and the availability of part-time job opportunities. There were often valid reasons for differentials between the wage rates which applied to part- and full-time workers. These were related to the higher costs in relation to part-time work in respect of training and the provision of amenities, clothing and safety equipment. Moreover, the output of part-time workers and their skill levels were often lower than those of full-time workers. Full-time workers were more likely to be multi-skilled, largely as a result of the greater opportunities available to them to acquire additional qualifications, which were in their turn recompensed by higher basic wage rates.

134. The spokesperson for the Workers' members expressed the firm opposition of his group to the amendment. Although the Workers' members understood that certain components of remuneration could take account of working hours, they did not accept that basic wage rates could be other than identical. In reply to the Employers' members, the spokesperson noted that it was not necessarily true that part-time workers were less qualified than their full-time colleagues. Indeed, in many cases the opposite was the case. The Government member of Canada considered that the amendment went much too far and therefore joined with the Government member of Cyprus, and the Government member of Denmark, speaking on behalf of the Governments of Belgium, Denmark, Germany, Italy, Luxembourg, the Netherlands, Portugal and Spain, in opposing it. The Government member of the Netherlands considered that the Employers' members were attempting through their amendment to undermine the principle of equal pay. If this principle were removed from the proposed Convention, very little would be left. In some cases, part-time workers could be more productive than their full-time colleagues and it was for the employer to decide whether the balance of costs and benefits favoured the employment of part- or full-time workers. The Government member of the Republic of Korea, although understanding some of the concerns of the Employers' members, called upon them to retain some aspects of Point 8 rather than attempting to delete it in full. In view of this opposition, the Employers' members withdrew the amendment.

135. The Government members of Australia, Canada and the United States submitted an amendment to replace the text of Point 8 by the following:

The unit wage rates of part-time workers should be the same as those of full-time workers who are performing the same or substantially the same work in the same establishment.

Introducing the amendment, the Government member of Canada noted that, in contrast with the general requirement to prohibit discrimination in this context which had been put forward in the questionnaire in Report V (1), Point 8 of the Proposed Conclusions called for the adoption of measures by governments to identify and eliminate differences in unit wage rates between part- and full-time workers. This implied the mobilization of resources to carry out studies or to undertake the comprehensive inspection of all establishments in order to identify problems. This requirement would create difficulties for countries in which the inspection system was based on the random inspection of enterprises combined with inspection triggered by complaints. The purpose of the amendment was therefore to return to the general principle without imposing this additional burden on ratifying States. The amendment also removed the reference to "work of equal value". She explained that although her country was very active in its support for the principle of equal opportunities and treatment for men and women workers, including equal remuneration, the expression "work of equal value" was not appropriate in the context of a Convention on part-time work, which aimed at the elimination of unjustifiable discrimination based solely on the number of hours worked. Once again, it was necessary to compare what was comparable and the basis for comparison therefore had to be between part- and full-time workers who performed the same work in the same establishment. The amendment used the term "the same or substantially the same work" to avoid situations in which minor variations in a job description could be invoked to justify a lower unit wage rate for workers employed in that job on a part-time basis. However, after these explanations, the authors withdrew their proposed wording in favour of an amendment submitted by the Government members of Belgium, Denmark, Germany, Italy, Luxembourg, the Netherlands, Portugal and Spain.

136. The Workers' members submitted an amendment to replace Point 8 by the following text:

Measures should be taken to ensure that part-time workers receive remuneration at least equivalent to that of full-time workers performing the same work or work of equal value, in particular with regard to unit wage rates.

The spokesperson for the Workers' members emphasized that the great majority of part-time workers were women, who did not always choose to work on a part-time basis, but who were obliged for direct or indirect reasons to accept this form of employment. The issue of equivalence therefore took on great importance as part of the effort to reduce the gap between men and women workers in practice. He also noted that in some countries legislation had been adopted to ensure that some categories of part-time workers were paid higher basic wage rates than their full-time colleagues. In his view, such provisions were equitable on the grounds that part-time workers had frequently not chosen that form of employment out of their own personal preference.

137. The Government members of Belgium, Denmark, Germany, Italy, Luxembourg, the Netherlands, Portugal and Spain submitted an amendment to replace Point 8 by the following text:

Measures appropriate to national custom and practice should be taken to ensure that part-time workers do not receive lower pay than comparable full-time workers performing the same work or substantially the same work, solely because they work part time.

The Government member of the Netherlands indicated that the expression "unit wage rates" was unclear, particularly in the German translation. The amendment sought to replace it by the more easily comprehensible term "pay". The proposed new wording would also encompass the possibility of part-time workers being paid higher than *pro rata* wage rates, which would have been prohibited under the text of Point 8 as proposed by the Office. There could be valid economic reasons for the payment of higher rates to part-time workers. The amendment also proposed to add the expression "solely because they work part time" to cover situations, such as the recognition of seniority rights, in which there were good grounds for wage differentials, while at the same time eliminating differentials which were based solely on the hours worked. Finally, the addition of the words "appropriate to national custom and practice" to qualify the measures to be taken should permit more countries to ratify the proposed instrument. The Government member of Japan supported the amendment.

138. The Employers' Vice-Chairperson emphasized that Point 8 was probably the most important provision in the proposed Convention. It was important for the Committee to give the question of equal treatment all due consideration, since it could have an important effect on the employment opportunities of part-time workers. He reaffirmed that the Employers' members were not opposed to the fair treatment of part-time workers. However, the amendment proposed by the Workers' members caused serious problems by seeking to extend the concept of equal treatment to all the components of remuneration. Moreover, the term "unit wage rates" was difficult to understand, not only in its German translation. He agreed with previous speakers that the concept of work of equal value was totally inappropriate in this context. Although the amendment proposed by the Government members of a number of the Member States of the European Communities had some advantages, such as the use of the term "comparable full-time workers", the expression "pay" raised a number of problems. This could also be interpreted to include fringe benefits. Moreover, the whole amendment could even be interpreted as meaning that part-time workers should receive the same pay as comparable full-time workers irrespective of the hours worked. It was therefore important to include the concept of *pro rata* pay. He proposed to subamend the text by replacing the word "pay" by the term "*pro rata* basic wage rates", which would guarantee fair treatment to part-time workers. The Government member of Canada supported this subamendment.

139. In reply, the spokesperson for the Workers' members called for the inclusion in the above amendment of a reference to work of equal value in view of the importance of the principle to women, who made up such a large proportion of part-time workers. He also requested a clarification concerning the use of the phrase "appropriate to national custom and practice" in ILO instruments. In response, the representative of the Secretary-General agreed that the term was not common in ILO instruments. A more frequently used term was "national law and practice", which also included such processes as collective bargaining and arbitration. The representative of the Secretary-General added that references to national conditions or law and practice had been inserted into a number of ILO instruments, usually with the intention of rendering them more flexible or easy to ratify. However, such phrases did not have this effect in practice. The provisions of a Convention, once ratified, had to be applied. A ratifying State could not therefore refer to such a phrase in order to escape the obligations which had been accepted. The phrase was therefore superfluous and perhaps misleading. Turning to the question of the inclusion of the term "*pro rata*" in the Employers' members subamendment to qualify basic wage rates, he considered that it was inappropriate since wage rates should be identical for comparable part- and full-time workers. However, the total wage of part-time workers over a particular period received as the basic wage would necessarily be lower than that received by full-time workers for the same period, since it would be obtained by multiplying the basic wage rate by the number of hours of work, which would be fewer than those worked by the full time worker.

140. A revised amendment was submitted by the Government members of Belgium, Denmark, Germany, Italy, Luxembourg, the Netherlands, Portugal and Spain to replace Point 8 by the following text:

Measures appropriate to national law and practice should be taken to ensure that part-time workers do not receive a lower basic wage calculated proportionately in relation to that of comparable full time workers performing the same work or substantially the same work, solely because they work part time.

The Government member of Denmark, speaking on behalf of the Government members of the Member States of the European Communities mentioned above, agreed that the term "*pro rata*" should not be applied to wage rates based on units of time or units of production, which should be the same for the two categories of workers. However, it applied to the amount earned by part-time workers in respect of their basic wage over a determined period since the amount was a function of the number of hours of work performed or the number of production units completed over that period.

141. The spokesperson for the Workers' members still considered that the reference to national law and practice was superfluous. In explanation of the term "basic wages", he said that in cases in which part-time work was paid by the hour, the value of an hour of work had to be the same for comparable part- and full-time workers. Clearly, the wage would be calculated *pro rata* to the hours worked. He re-emphasized the importance of the concept of work of equal value in view of the fact that the majority of part-time workers were women. He also once again called for clarifications concerning concept of the basic wage and on what would happen, in terms of the comparability of part- and full-time workers, in enterprises in which the whole workforce was composed of part-time workers.

142. The representative of the Secretary-General explained that "basic wage" was the expression in financial terms of the value of a specific unit of work, and that the value was the same for all those who performed such work. In addition to the amounts which resulted from the application of the basic wage

rate, workers were entitled to emoluments and bonuses, most of which were provided in cash, although some were furnished in kind, as a function of their individual characteristics, such as seniority in the establishment, the conditions under which they worked, including bonuses for night work or weekend work, and other factors. The total amount resulting from the basic wage and additional emoluments constituted remuneration. With regard to the concept of comparable full-time workers, he recalled that it had been defined in Point 3 to include not only workers in the same establishment, but also workers in the same branch of activity. If there were no comparable full-time workers in a specific establishment, they would be sought in other establishments in the same branch. He also wondered whether it was necessary to qualify the type of work performed by the two categories of workers since the text of the amendment referred to comparable full-time workers and in view of the fact that the text of the definition adopted in Point 3 of the Proposed Conclusions already contained a reference to the same or a similar type of work as that of the part-time worker concerned.

143. The Employers' Vice-Chairperson agreed that the reference to national law and practice was unnecessary, particularly since Point 5 already made such a reference. He approved of the use of the term "basic wage", which was more consistent with the terminology used in the proposed Recommendation, and welcomed the move away from the words "unit wage". Although he agreed with the definition given by the representative of the Secretary-General of the concept of "basic wage", he pointed out that the time basis for the wages of most full-time workers was in practice the week or the month, rather than the hour. It was therefore even more important to refer to the *pro rata* calculation of the basic wage of part-time workers. Finally, he noted that since the Committee had agreed upon a definition of part-time workers in relation to comparable full-time workers, the phrase "comparable full-time workers" made the words "performing the same work or substantially the same work" redundant.

144. In reply, the spokesperson for the Workers' group pointed out that many full-time workers were paid by the hour, or even on a piecework basis.

145. In response to a number of comments by the Government member of Switzerland concerning the drafting of the proposed amended text, the Government member of Canada put forward a subamendment to replace the Point by the following text:

Measures appropriate to national law and practice should be taken to ensure that part time workers do not, solely because they work part time, receive a lower basic wage as calculated proportionately in relation to that of comparable full-time workers.

Since the phrase "appropriate to national law and practice" did not change the meaning of the text significantly, she was not opposed to its deletion. The Employers' Vice-Chairperson and the Government member of Denmark, speaking on behalf of the Member States of the European Communities mentioned in paragraph 140, supported the above subamendment, although the Employers' Vice-Chairperson pointed out that the proposed wording of the Point would require some further attention from the Committee's Drafting Committee. The spokesperson for the Workers' members also accepted the proposed wording as the solution which caused the fewest problems.

146. Point 8 was adopted as amended.

Point 9

147. The Government members of France and the United Kingdom submitted an amendment to replace, in the first sentence of Point 9, the words after "enjoy" by the words "appropriate social protection", and to replace, in the second sentence, the words "these conditions" by the words "such protection". The Government member of France explained that the concept of equivalent conditions in relation to statutory social security schemes would give rise to problems in a number of countries, including his own, which would encounter difficulties in fully aligning the social security coverage of part- and full-time workers. Some workers who were employed for very short hours were excluded from the protection provided by certain statutory social security schemes. Therefore, although the authors of the amendment did not question the proportionality of entitlements, the main problems arose with regard to the access of those workers with very low earnings. The concept of appropriate social protection contained in the amendment meant that part-time workers needed to be covered by social protection, which should be of an appropriate form to take into account their specific situation.

148. The Employers' Vice-Chairperson also supported the amendment. He emphasized that there was a need to examine closely the treatment of part-time workers by social security schemes and that "appropriate", as opposed to "equivalent" protection could in fact be more favourable to them than to comparable full-time workers. This could be the case, for example, of unemployment benefits for which a minimum level of benefit had been established. The Government members of Antigua and Barbuda, Germany and Japan also supported the amendment. The Government member of Japan noted that in her country part-time workers were entitled to pensions, social security and unemployment benefits, although some of the part-time workers were covered by different social security schemes than those of full-time workers. The Government member of the United Kingdom, referring to the original text of the Point, noted that equivalent conditions were not achievable in practice in the context of social security. To her, "equivalent" meant "exactly the same" or "identical". There needed to be some flexibility. Part-time workers should be provided with reasonable protection in relation to full-time workers, but not identical protection.

149. The Government member of Canada indicated that in her view the term "equivalent" did not mean "identical". The protection provided to part-time workers should be comparable to that of their full-time colleagues. The social security protection of part-time workers raised questions in relation to both access to protection and the level of benefits. The concept of equivalent conditions meant, for example, as was the case in her own country, that the conditions of access to maternity benefit were the same for part- and full-time workers, although the level of financial benefits varied according to their earnings. Her delegation therefore had no problems

accepting the term "equivalent conditions" in the Office's text. She also noted that the proposed wording of Points 10 and 11 left room for exclusions, which should be sufficient to cover the concerns of the authors of the amendment. The spokesperson for the Workers' members agreed that the term "equivalent" did not signify "identical". The Employers' Vice-Chairperson said that the word "equivalent" meant "of equal value". The Government members of Chile, Cyprus and Senegal also opposed the amendment. The Government member of Cyprus explained that the aim of the Point was for countries to ensure that social security qualifying conditions did not leave out part-time workers. The Government member of the United States noted that the concept of equivalence was vital to the protection of part-time workers in respect of both their access to protection and the level of benefits.

150. The representative of the Secretary-General explained that the overall aim of the proposed Convention was to bring the conditions of part-time workers closer to those of comparable full-time workers. The use of the word "equivalent" in Point 9 meant that, in certain cases the two categories of workers would enjoy exactly the same protection and that in other cases the protection of part-time workers could be determined in proportion to their working hours or contributions. Taking the example of the two temporary workers, one part-time and the other full- time, who fell ill, he said that, the part-time worker would be entitled to receive exactly the same care as the full-time colleague. However, the benefits paid during sick leave would be calculated as a fraction of earnings, and the earnings of the part-time workers would necessarily be lower than those of a comparable full-time colleague. In other words, the calculation of entitlements or benefits on the basis of working hours, earnings or contributions of part-time workers was, in appropriate cases, a means of achieving equality of treatment between part-time workers and comparable full-time workers.

151. Put to the vote, the amendment was rejected by 8,526 votes in favour and 9,310 against, with 1,274 abstentions.

152. The Employers' members submitted an amendment to replace the words "enjoy equivalent conditions to those of other workers. Where appropriate, these conditions" by the words "may participate in such schemes in an appropriate manner. Where appropriate, thresholds may be established for participation and benefits". In view of the Committee's decision on the last amendment, the Employers' Vice-Chairperson subamended the above text to replace the word "appropriate" in the first sentence by the word "equitable". He explained that the use of the word "equitable" meant that the workers concerned should be treated in a fair manner.

153. The Government member of Canada explained that the original text of the Proposed Conclusions had left open the possibility that the conditions enjoyed by part-time workers could be adapted to their hours of work. These conditions included both access to coverage and the benefits to which they were entitled. She noted that under the national pension plan in her country all workers were covered, with the exception of those who worked less than a minimum number of hours or did not attain a minimum earnings threshold. She warned that these exclusions and adaptations might not be possible under the text proposed by the Employers' members. The Government member of Germany also opposed the amendment.

154. The Employers' Vice-Chairperson specified that the first sentence of Point 9 as subamended would read "statutory social security schemes which are based on occupational activity should be adapted to the occupational circumstances of part-time workers so that these workers enjoy equitable conditions in comparison with those of comparable full-time workers." He noted that the word "equitable" had been used in Points 20 and 21 of the Proposed Conclusions.

155. The spokesperson for the Workers' members believed that the word "equitable" was too vague to lend itself to clear interpretation. She also indicated that the amendment was a way of reproposing what had already been decided in the previous vote and that this was not acceptable. In reply to a request concerning the word "equitable", the Representative of the Secretary-General considered that it would be for the supervisory machinery for the application of Conventions to assess whether the treatment of part-time workers was equitable.

156. Put to the vote, the subamendment was rejected by 8,330 votes in favour and 9,702 against, with 882 abstentions.

157. The Government members of the Member States of the European Communities submitted an amendment to replace, in the fourth and fifth lines, the words "in proportion to hours of work or contributions" by the words "with reference to hours of work, contributions or earnings". The amendment was adopted without discussion.

158. Point 9 was adopted as amended. As a consequence of the adoption of the definition contained in Point 3, the Committee decided to replace the words "other workers" by the words "comparable full-time workers".

Point 10

159. The Government members of the Member States of the European Communities submitted an amendment to replace the words "other workers in the establishment or branch of activity concerned" by the words "comparable full-time workers". The amendment was adopted.

160. The Government member of Japan withdrew a number of proposed amendments on the understanding that the term "equivalent conditions" could be understood in some cases as permitting the calculation of the conditions due to part-time workers in proportion to their days of work, hours of work or earnings.

161. The Workers' members submitted an amendment to add, after the word "concerned", the words "for all working conditions and, in particular". The spokesperson for the Workers' members called upon the Committee to support this important amendment which sought to establish the right of part-time workers to enjoy equivalent conditions to comparable

full-time workers in respect of all working conditions, and not just those enumerated in Point 10.

162. The Employers' Vice-Chairperson, referring to the earlier discussions of the Committee on similar issues, noted that this amendment constituted an attempt to incorporate a massive extension of the areas of protection covered by the Convention. In Proposed Conclusions Nos. 7, 8, 9 and 10, the protection of part-time workers was dealt with in a very specific manner by identifying the exact areas of protection covered. The approach adopted by the proposed amendment was erroneous and vague and the resulting provision would be virtually unenforceable. The amendment was also opposed by the Government members of Canada, Cyprus and United States. The Workers' members withdrew the amendment.

163. The Workers' members submitted an amendment to Point 10 (a) to add at the end of the clause the words ", parental leave and leave for family reasons". The spokesman for the Workers' group noted that these issues were already covered by the proposed Recommendation. The concept of parental leave had taken on great importance and, particularly in view of the fact that the ILO instruments on maternity protection had been adopted too long ago to incorporate it, the Workers' members believed that it would now be an appropriate time to introduce it into a Convention. Parental leave and leave for family reasons were complementary to maternity protection.

164. The Employers' Vice-Chairperson stated that the amendment constituted an extension of the text proposed by the Office and went beyond the matters raised in the questionnaire. The rights established in Point 10 had a universal character, which was not the case of parental leave and leave for family reasons. Although it was generally accepted that the rights covered in Point 10 (a), (b) and (c) applied to comparable full-time workers, parental leave was not universally established for them. Moreover, the question of leave for family reasons was somewhat vague and would be difficult to cover through legislative provisions.

165. The Government members of Denmark and Norway, although agreeing with the principle of parental leave and leave for family reasons, felt that the proposed wording was better suited to a Recommendation. The Government member of Antigua and Barbuda noted that parental leave and leave for family reasons were not yet established in his country and opposed the amendment. The Government member of Cyprus added that such leave was not guaranteed by law or collective agreements in her country and that the inclusion of the proposed words would prevent her Government from ratifying the Convention. The Government member of Austria raised the question as to the exact definition of maternity protection. In his country, it included the protection of pregnant women employed in jobs that could be harmful, nursing breaks, maternity leave, as well as the protection of their jobs. Following a request for clarification from the Government member of the United Kingdom, the representative of the Secretary-General said that the maternity protection referred to in Point 10 (a) was that which existed in each country and not that provided for in the relevant ILO standards, the objective of the new standards being to provide the same protection to part-time workers as that available to comparable full time workers.

166. The spokesperson for the Workers' group emphasized that the Workers' members placed great emphasis on the concepts of parental leave and leave for family reasons and hoped that they would be retained in the Recommendation. He also noted that they were not attempting to establish rights for part-time workers which were not enjoyed by comparable full-time workers in the same country. He withdrew the amendment.

167. The Workers' members submitted an amendment to add, after clause (c), the following new clauses: "access to training, career opportunities and occupational mobility". The spokesman for the Workers' group recalled that many speakers from all groups had agreed that part-time work was particularly prevalent among women. It was therefore especially important that they should have the right to training and career opportunities. The fact that part-time workers enjoyed few career and training opportunities constituted another form of discrimination against women. It was therefore important for these rights to be enshrined in a Convention, rather than merely a Recommendation.

168. The Employers' Vice-Chairperson said that, although his group was not opposed to the principle behind the amendment, it was not appropriate to include reference to access to training, career opportunities and occupational mobility in the proposed Convention. The proposed wording would undoubtedly create substantial difficulties for developing countries. However, the principle was important and should be retained in the proposed Recommendation. The Government members of Canada, Cyprus, Denmark, Germany and the United States, although supporting the principle behind the amendment, considered it inappropriate in the proposed Convention. The Government member of Canada emphasized that the subject covered by the amendment would be difficult to cover through legislation. The Government member of Germany wondered whether the amendment would have the effect of obliging countries to establish special apprenticeship training programmes on a part-time basis, which effect could not be agreed to by Germany.

169. The Government member of France considered that the absence of discrimination in part-time work in respect of access to training and career opportunities was vital for the promotion of part-time work. It would be impossible to promote the creation of part-time job opportunities if the workers concerned were not offered the same career prospects as comparable full-time workers. He therefore supported the amendment.

170. The spokesperson for the Workers' members withdrew the amendment and specified that the Workers' members considered that the Point was very important and that they would raise it again when dealing with the Recommendation.

171. Point 10 was adopted as amended.

Point 11

172. The Workers' members submitted an amendment to delete the Point. They believed that it meant that many part-time workers would be excluded from the protection provided in Points 9 and 10 if the thresholds envisaged under Point 11 were to be maintained. They particularly objected to the establishment of exclusions in respect of the matters covered by Point 10, namely maternity protection, termination of employment and paid annual leave and paid public holidays.

173. The Employers' Vice-Chairperson strongly opposed the amendment and explained that it was very important to be able to establish thresholds in relation to the matters covered by Points 9 and 10. Many national social security schemes had adopted thresholds for good financial and administrative reasons. He took the example of a worker who was employed for a minimal number of hours in the week, whom it should be possible to exclude from access to certain social security schemes or from the application of some aspects of the protection referred to in Point 10, by means of the application of thresholds, in order to avoid an undue administrative workload and disproportionate costs. The Government member of Canada also strongly opposed the amendment, although she understood the concerns of the Workers' members. In order to avoid undue administrative burdens, statutory social security schemes normally set thresholds, which might be very low, below which there was no access to the scheme. Moreover, there was little point in providing certain categories of part-time workers with full coverage. A good illustration was the case of students who worked very few hours in order to help finance their studies. They preferred to receive higher take-home pay rather than contribute to a social security scheme, which, in any case, might only provide them with marginal benefits. The Government member of Denmark, speaking on behalf of all the Member States of the European Communities, emphasized the need for flexibility in the instrument in order to permit a high number of ratifications, including on the part of developing countries. The Government member of Cyprus believed that the text proposed by the Office was well balanced.

174. The Workers' Vice-Chairperson requested a clarification from the Office as to how the thresholds relating to maternity protection, termination of employment and paid annual and paid public holidays would affect the application of the relevant ILO Conventions on these subjects. In reply, the representative of the Secretary-General said that the Office had included the concept of thresholds in the Proposed Conclusions because they were frequently used in national legislation, as well as to add to the flexibility of the Convention. He referred to Point 4, which provided that the proposed Convention on part-time work should not affect more favourable provisions applicable to part-time workers under other ILO Conventions. Moreover, he noted that the provisions of Conventions only became applicable to workers once the Convention had been ratified by a member State. Thus, countries which had not ratified the ILO Conventions covering the three matters contained in Point 10 would have every freedom to apply the thresholds set out in Point 11. On the other hand, the capacity to apply the thresholds mentioned in Point 11 would vary amongst countries which had ratified those Conventions, according to the way in which the scope of these Conventions was defined. For example, Conventions Nos. 3 and 103 on maternity protection permitted no exclusions, so a member State which was bound by the Convention on part-time work would not be able to apply the thresholds in relation to the aspects of maternity protection which were dealt with in those two Conventions. The situation was somewhat different in the case of the Holidays with Pay Convention (Revised), 1970 (No. 132), and the Termination of Employment Convention, 1982 (No. 158). These two Conventions permitted the competent authority in each country to exclude limited categories of workers from their scope. A member State which had ratified them could accordingly avail themselves of the thresholds referred to in Point 11, but solely in so far as the workers thus excluded constituted only a limited category of workers. In view of these explanations, and although she still considered that Point 11 weakened the Convention, the Workers' Vice-Chairperson withdrew the amendment.

175. The Workers' members submitted an amendment to insert the words "old age benefits and health care benefits" after the words "employment injury benefits" in Point 11 (1). The Workers' Vice-Chairperson emphasized that old age and health care benefits should also be exempt from the application of thresholds, in the same way that the Office text already exempted employment injury benefits.

176. The Employers' Vice-Chairperson explained that the exception contained in Point 11 (1) as regards employment injury benefits had its roots in the special nature of those benefits. To extend this exception to cover old age and health care benefits would have a major financial impact on social security schemes. The Government member of Canada opposed the amendment under discussion, indicating that it would create a problem for her country since old age and health care benefits were not part of statutory social security schemes based on occupational activity, but of schemes applicable to the population as a whole. However, the linkage proposed in the amendment could impede ratification by many other member States. The Government member of Denmark, speaking on behalf of all the Member States of the European Communities, and the Government member of Austria, also opposed the amendment. In view of the above opposition, the Workers' Vice-Chairperson withdrew the amendment.

177. The Workers' members submitted an amendment to delete the words "and of any of the measures taken in the fields mentioned under Point 10". The Workers' Vice-Chairperson emphasized the importance of this Point. Part-time workers had great need of maternity protection and protection in respect of termination of employment, without exceptions, as well as paid annual leave and paid public holidays. If protection in these matters was denied to part-time workers who were below a certain threshold of hours of work or earnings, this would run against ILO Conventions which had previously been adopted on these matters.

178. The Employers' Vice-Chairperson stated that, in accordance with the explanation provided by the representative of the Secretary-General, the provisions of the other Conventions in question would not be affected by the exclusions set out in the Point 11. It was very important to give the possibility of setting thresholds in the areas covered by Point 10. It was only reasonable to be able to establish thresholds which excluded from these forms of protection workers who were employed for a minimal number of hours a week.

179. The Government member of Canada explained that under the maternity protection system in her country no distinction was made between part-time and full-time workers who, once they had qualified, were entitled to financial benefits on a *pro rata* basis. However, all workers had to have completed a certain period of attachment to the workforce in order to qualify for coverage. If not, they were covered by the social welfare system. Since this period was the same for both part- and full-time workers, she wondered whether this system would be possible under the provisions of the Convention if the amendment were adopted. The representative of the Secretary-General considered that, with or without thresholds, the proposed Convention on part-time work would not prevent a member State from deciding that access to maternity protection would depend on a specified period of service. Nonetheless, that member State should have to treat part-time workers the same, in this respect, as comparable full-time workers.

180. The Government member of France stated that, even though the situation in his country would allow him to support the amendment, he believed that sufficient flexibility should be left to enable as many other countries as possible to ratify the Convention. He therefore believed it would be better not to adopt the amendment. The Government member of Belgium shared this point of view although his country had no intention of introducing such thresholds. The Government members of Cyprus and the Czech Republic explained that only very low thresholds applied in their countries. However, governments should have the freedom to adopt such thresholds. The Government members of Austria and the United Kingdom agreed with the previous speakers. The Government member of Japan added that there were no thresholds in her country as regards termination of employment. However, maternity protection was covered by the health care insurance programme, to which thresholds applied. She therefore opposed the amendment.

181. However, the Government members of Australia, Germany and Norway supported the amendment. The Government member of Germany considered that rights in the area of maternity protection, termination of employment and paid annual leave were of fundamental importance and should apply to both part- and full-time workers. There was no reason to establish exclusions in these areas.

182. The Workers' Vice-Chairperson explained that her proposal to exempt the areas of protection dealt with in Point 10 from the application of the thresholds referred to in Point 11 did not mean that the pecuniary benefits provided could not be determined proportionately to hours of work or earnings.

183. The Employers' Vice-Chairperson emphasized that the amendment proposed by the Workers' members could have an important negative impact on job creation for part-time workers. The result of the amendment would be a considerable increase in the cost of employing part-time workers, which would particularly affect small businesses. Although under Point 10 pecuniary entitlements could be determined in proportion to hours of work or earnings, this was not the case for non-pecuniary benefits. The possibility allowed under Point 11 (1) to establish thresholds for access to protection in the matters covered in Point 10 was therefore of great importance, particularly in view of the flexibility which should be introduced in order to permit ratification by developing countries.

184. Put to the vote, the amendment was rejected by 65,072 votes in favour and 83,104 votes against, with 4,704 abstentions.

185. Two amendments, one submitted by the Employers' members and another by the Government member of Japan, sought to delete the words at the end of Point 11 (1): "which should be sufficiently low not to exclude a significant percentage of part-time workers". The Employers' Vice-Chairperson said that the original text of Point 11 (1) raised considerable difficulties concerning the precise interpretation of the words "a significant percentage of part-time workers". Some workers might want to work less than a threshold number of hours so as, not to make social security contributions, for example. Moreover, the case of student part-time workers illustrated the need to retain the possibility of setting thresholds which did in fact include a significant number of part-time workers. There were a number of valid reasons why student part-time workers might not wish to be covered by certain protection schemes, yet they made up a significant percentage of part-time workers in many countries. Governments had to be left the possibility of adapting their systems of social protection to such categories of part-time workers. The Government member of Japan added that she was not opposed to the basic principle that thresholds should be set at a very low level. However, she noted that under Point 11 (2) (a) thresholds would have to be reviewed periodically and that under Point 11 (3) the most representative organizations of employers and workers would have to be consulted when thresholds were established or revised. These provisions would be sufficient on their own to guarantee that thresholds remained low. She considered that the term "a significant percentage" was abstract. It should therefore be left to each member State to set the relevant thresholds at levels which were appropriate to national circumstances. The Government member of Austria supported the amendment, although he believed that a wording would be acceptable which provided that the majority of part-time workers could not be excluded. The Government member of Indonesia considered that the provisions contained in Points 5 and 11 (3) were sufficient to guarantee that exclusions were not too broad. The Government member of the Republic of Korea believed that the two amendments covered the concerns of the developing countries.

186. Opposing the amendments, the Workers' Vice-Chairperson considered that where thresholds

were applied, a large proportion of part-time workers were deprived of protection, to the extent that employers recruited them to work fewer hours than the thresholds, so as to make savings on labour costs. Moreover, the two proposed amendments would have the effect of permitting the establishment of thresholds at any level, even just below normal full-time hours. Although there might be administrative grounds for the establishment of thresholds, they should be set at a very low level. The Government member of Cyprus indicated that the original wording of Point 11 (1) provided an important safeguard to ensure that undue advantage was not taken of the possibility of establishing thresholds. The text proposed by the Office was a good compromise which allowed exclusions but set certain limits upon them. The Government member of Canada supported the principle of avoiding exclusions which could cover nearly all part-time workers. The Government members of Australia and the United States also opposed the amendment. The Government members of Denmark and Germany, although opposing the amendments, suggested that a compromise might be reached through an amendment they would introduce later to replace, in the Office's text, the words "a significant" by the words "an unduly large". The Government member of the United Kingdom believed that there needed to be certain limits set to the exclusions permitted. The Employers' Vice-Chairperson and the Government member of Japan withdrew their amendments at this stage of the discussion in favour of the amendment submitted by the Government members of a number of Member States of the European Communities.

187. The Workers' members submitted an amendment to replace the words "not to exclude a significant percentage of part-time workers" by the words "so that at most a negligible number of part-time workers would be excluded". In response to a call from the Workers' members to comment on the provision under discussion, the representative of the Secretary-General explained that a Convention lost much of its purpose if broad categories of workers could be excluded from its provisions. The Committee had already changed the exclusion contained in Point 6 (1) from "limited" to "particular" categories of workers or establishments which could be excluded from the scope of the proposed Convention. Following this explanation the Workers' Vice-Chairperson withdrew the amendment in favour of the previously mentioned amendment submitted by the Government members of a number of Member States of the European Communities.

188. The Government members of Belgium, Denmark, France, Germany, Greece, Italy, Luxembourg, Spain and the United Kingdom submitted an amendment to replace the words "a significant" by the words "an unduly large". Speaking on behalf of the authors of the amendment, the Government member of Denmark explained that they were in favour of the establishment of thresholds to a certain extent. Sufficient flexibility was required to allow the governments of developing countries to ratify the Convention. Although the Workers' members opposed the text proposed by the Office for Point 11 (1), they were able to accept the amendment and it was adopted.

189. The Workers' members submitted an amendment to add at the end of Point 11 (1) the following text: "it being understood that a Member may not introduce new thresholds, where these do not exist, or increase the thresholds provided for under existing legislation." The Workers' Vice-Chairperson emphasized the need to make it clear in the Convention that the instrument did not permit the establishment of new thresholds which did not already exist.

190. The Employers' Vice-Chairperson opposed the amendment which, he considered, would unreasonably restrict the flexibility of the instrument. Such flexibility was particularly important in view of the fact that the incidence of part-time work was not uniform; in many countries, part-time work was not yet of great significance, but it could take on an increasing importance. In such countries, although at the present time it might not have been found necessary to establish thresholds, as part-time work increased in importance the governments might begin to realize the need for them. The Government members of Canada, Cyprus, the United States and the Member States of the European Communities opposed the amendment, which was withdrawn.

191. The Employers' members submitted an amendment to delete in Point 11 (2) (b) the words "the reasons therefor and the action taken to extend progressively protection to the workers excluded". The Employers' Vice-Chairperson warned that the current wording of the text had a clear implication that action would need to be taken to extend progressively protection to the workers excluded. The Employers' members believed that the commitment imposed upon governments should be limited to indicating the thresholds which had been determined.

192. The Government members of Canada, Japan, New Zealand and the United States submitted a similar amendment, which however retained the words "the reasons therefor". The amendment was also supported by the Government members of Norway and Sweden. The Government member of Canada explained that the Office text carried an implicit obligation to eliminate progressively all the exclusions permitted under Point 11 (1). This obligation might not only be unrealistic but it could also have the effect of cancelling the flexibility contained in earlier points of the proposed Convention.

193. The Government members of the Member States of the European Communities also submitted an amendment affecting the same words, which sought to replace the words "action taken to extend progressively protection" by the words "the consideration given to the progressive extension of protection". Speaking on behalf of the authors of the amendment, the Government member of Denmark said that its intention had been to weaken slightly the strictness of the Office text. She considered that the new formulation proposed could be a good compromise.

194. The Government member of Canada proposed to subamend the above amendment to read as follows: "whether consideration is being given to the progressive extension of protection". The Government member of Cyprus supported the subamendment.

195. The Workers' Vice-Chairperson opposed the amendment proposed by the Employers' members. However, she could support the amendment proposed by the member States of the European Communities in its original form. She requested a clarification from the Office concerning the effects of this latest amendment on the supervision of the application of the Convention. The representative of the Secretary-General explained that under the amendment, member States which ratified the Convention would have to explain to the Office the type of consideration being given to the extension of protection to the workers excluded. However, as subamended by the Government member of Canada, they would only need to inform the Office whether consideration was being given to such an extension. If the answer to this was "yes", members would doubtless also describe the nature of the extension being considered; moreover, the Committee of Experts on the Application of Conventions could ask for explanations where these had not already been given. Following this clarification, the Workers' Vice-Chairperson accepted the subamendment proposed by the Government member of Canada. The amendment was adopted as subamended.

196. The Employers' members submitted an amendment to replace, in Point 11 (3), the words "establishment or revision" by the words "establishment or review". The Employers' Vice-Chairperson noted that the term "revision" implied the necessity of change, whereas the word "review" did not imply any need to modify thresholds which had been established. He pointed out that the word "review" had been used in Point 11 (2) (a). Following a suggestion from the representative of the Secretary-General, he agreed to accept the formulation "establishment, review or revision". The amendment was adopted as subamended.

197. Point 11 was adopted as amended.

Point 12

198. The Government members of Canada, Norway and the United States, supported by the Government members of Austria, New Zealand and Sweden, submitted an amendment to delete the Point. The Government member of Canada considered that the adoption of national policies to promote productive and freely chosen employment was already covered by the Employment Policy Convention, 1964 (No. 122). Moreover, member States could of their own accord adopt the measures which they considered to be necessary to encourage the creation of employment for all categories of workers. It was therefore unnecessary to include a requirement in the proposed Convention for the adoption of measures to encourage the promotion of a single category of employment. The proposed Convention should focus on establishing for part-time workers equivalent protection to that of comparable full-time workers, rather than on the promotion of part-time work.

199. The Workers' members also submitted an amendment to delete the Point. The Workers' Vice-Chairperson noted that in some member States part-time work had existed for a long time and now accounted for a large proportion of total employment. There was little need for promotional measures in those countries where this form of employment clearly suited the needs of employers and responded to the preferences of a part of the workforce to work fewer hours, even at the price of a corresponding reduction in their wages. In developing countries the promotion of part-time work, which was often synonymous with very bad working conditions, would not be appropriate. Moreover, the Workers' members considered that the promotion of part-time work, as currently practised without the necessary protection, would have the effect of worsening the working conditions of workers in general. In their view, the protection of part-time workers should be by far the most important aspect of the proposed instruments.

200. The Employers' Vice-Chairperson expressed consternation at the proposal to delete the only Point in the Convention which dealt with the promotion of part-time work. When the item on part-time work had been included on the agenda of the Conference, the Governing Body had expressed the expectation that the instruments would cover both the promotion and the protection of part-time work. The text proposed by the Office had been prepared on that understanding. The Committee had reached an advanced stage of its work, which had been undertaken in a cooperative and constructive atmosphere, and many statements had been made concerning the importance of part-time work in relation to job creation, particularly during times of high unemployment. It was therefore inadmissible that a proposal should now be made to eliminate any reference to the promotion of this form of employment from the proposed Convention.

201. The Government members of Australia, Cyprus and Germany also opposed the deletion of the Point. The Government member of Cyprus considered that only the introductory part of Point 12 raised any problems, and that the subsequent clauses contained useful ideas. The Government member of Australia emphasized that the promotion of part-time work should not be at the expense of full-time employment opportunities. The Government member of Germany opposed the deletion of Point 12 by indicating that in his country the demand for part-time work was greater than the number of opportunities available. Access to part-time work was important mainly for women who very often have to combine their family responsibilities with the possibility of remaining in the labour market. If they left work for a number of years in order to bring up children, the resulting break in their careers and the loss of the necessary skills severely jeopardized their future employment prospects.

202. The Government member of Austria said that nothing prevented a country from taking measures to promote part-time work. Nevertheless, he objected to an obligation being placed on governments to promote a particular form of employment. He therefore supported the proposal to delete the Point.

203. The Government member of Denmark, speaking on behalf of the Member States of the European Communities, believed that some of the concepts contained in Point 12, and particularly clause (a), should be retained. She therefore recommended that the Committee turn its attention to an amendment submitted by the Workers' members, which

sought to replace the first three lines of Point 12 by the following text:

> Measures should be taken to facilitate access to productive and freely chosen part-time jobs which meet the needs of both workers and employers through.

In response, the Government member of Canada proposed to subamend the whole of Point 12 to read as follows:

> Measures should be taken to facilitate access to productive and freely chosen part-time jobs which meet the needs of both workers and employers through:
>
> (a) reviewing of laws or regulations that may discourage recourse to or acceptance of part-time work, in particular in the field of social security, as outlined in Points 7 to 10;
>
> (b) the use of employment services to identify and publicize possibilities for part-time work in their information and placement activities.

She explained that the above subamendment involved the deletion of clause (b) from the original text of the Point.

204. The Government members of the Member States of the European Communities and Nigeria supported this subamendment. The Government member of France emphasized the importance of part-time work as a means of resolving employment problems. However, measures to promote part-time work should not be imposed upon governments. He regretted that it was proposed to omit clause (b) which referred to a number of categories of workers for whom part-time work was particularly important.

205. The Committee decided to submit the wording of Point 12 to an informal tripartite working group. It also decided that the other amendments which had been proposed should be introduced in order to assist the working group in its task of preparing a text for Point 12 which would be acceptable to the Committee.

206. The Workers' members had submitted three other amendments to Point 12. One of these sought to replace Point 12 (a) by the following text: "the improvement of working conditions and social security for part-time workers as outlined in this Convention;". The Workers' members considered that there was a very close link between the promotion and protection of part-time work, and that it was therefore important for the instrument to acknowledge that the promotion of part-time work was most effective when part-time workers were fully protected in respect of their working conditions and social security. They also proposed to replace Point 12 (b) by the following text: "the implementation of programmes designed to extend the range of freely chosen part-time jobs available to all categories of workers". The Workers' members believed that it was not the correct approach to facilitate access to part-time work only for specific categories of workers. The proposed measures should apply to all categories of workers. Finally, they also proposed to add a new clause at the end of Point 12, which would be worded as follows: "research on the ability of part-time work to respond to workers' economic and social needs." The Workers' members doubted that part-time work in practice suited the economic and social needs of workers. In order to elucidate the question, it was necessary to take measures with a view obtaining information on this aspect of part-time employment.

207. The Employers' members had submitted two amendments to Point 12. The first sought to delete in Point 12 (a) the words "provided that the protection referred to in Points 7 to 10 above is ensured". The Employers' members had submitted the amendment in the belief that the words were redundant, since the countries which ratified the Convention would clearly provide the protection required under its provisions. They also proposed to add the following new clause to Point 12: "The removal of any limitations or restrictions on the number of part-time workers who may be employed in an establishment or branch of activity." The Employers' Vice-Chairperson explained that the amendment had been proposed in response to the existence in some countries or sectors of limitations on the number of part-time workers. These limitations sometimes took the form of absolute restrictions and were sometimes set at a particular percentage of the workforce. These measures were artificial and indefensible and should be removed.

208. Following the presentation of the amendments, the informal working group submitted an amendment to the Committee to replace Point 12 by the following text:

> (1) Measures should be taken to facilitate access to productive and freely chosen part-time jobs which meet the needs of both employers and workers, provided that the protection referred to in Points 7 to 10 above is ensured.
>
> (2) These measures should include:
>
> (a) review of laws or regulations that may prevent or discourage recourse to or acceptance of part-time work;
>
> (b) the use of employment services, where they exist, to identify and publicize possibilities for part-time work in their information and placement activities;
>
> (c) special attention, in employment policies, to the needs and preferences of specific groups such as the unemployed, workers with family responsibilities, older workers, disabled workers and workers undergoing education or training.
>
> (3) These measures may also include research and dissemination of information on the degree to which part-time work responds to the economic and social aims of employers and workers.

209. The Employers' Vice-Chairperson expressed support for the above amendment, although he believed that the expression "part-time jobs" should be replaced by the term "part-time work," which was used elsewhere in the Proposed Conclusions. The Workers' Vice-Chairperson also supported the amendment and proposed the replacement of the words "disabled workers" by the term "workers with disabilities". The other amendments submitted by the Employers' and Workers' members to Point 12 were withdrawn.

210. Point 12 was adopted as amended.

New Points to be added after Point 12

211. Four amendments were submitted for the inclusion of new Points in the proposed Convention.

212. The Employers' members submitted an amendment to transfer to the Convention a point of the Proposed Conclusions with a view to a Recommendation (point 29) which read as follows:

> Where obligations on employers depend on the number of their employees, part-time workers should be given less weight than full-time workers, unless this would not be appropriate, for example for reasons of occupational safety and health.

The Employers' Vice-Chairperson explained that in some countries certain obligations which were incumbent upon employers depended on the numbers of workers in the establishment or enterprise concerned. In such cases, part-time workers should be given an appropriate but lower weighting than full-time workers. However, this should not apply to questions related to occupational safety and health.

213. The Workers' Vice-Chairperson believed that this provision should be discussed when dealing with Point 29 of the proposed Recommendation. The Government members of Australia, Austria, Canada, Cyprus, Japan, Norway, Sweden, Turkey and the United States, as well as the Member States of the European Communities, also opposed the amendment. The Employers' members withdrew the amendment.

214. The Employers' members submitted an amendment proposing to transfer to the Convention another point of the Proposed Conclusions with a view to a Recommendation (Point 30) as follows:

Information should be widely disseminated on the advantages of part-time work for both employers and workers, on the protective and promotional measures that apply to such work, and on practical arrangements for various part-time work schemes.

The Employers' Vice-Chairperson explained that it was important for information to be made available both on the protective measures taken in relation to part-time work and on the promotion of part-time work.

215. The Workers' members believed that the provision should be discussed in relation to the proposed Recommendation. The amendment was also opposed by the Government members of Australia, Austria, Canada, Cyprus, Japan, Turkey, the United States and the Member States of the European Communities. The amendment was withdrawn.

216. The Workers' members submitted an amendment with a view to transferring to the Convention a point from the Proposed Conclusions with a view to a Recommendation (Point 15):

Employers should consult the representatives of the workers concerned on the introduction or extension of part-time work, on the rules and procedures applying to it and on the protective and promotional measures that may be appropriate.

The Workers' members insisted on the fundamental importance, in their view, of consultations with representatives of the workers concerned on the introduction or extension of part-time work and the necessity which ensued of having a provision on this subject included in an ILO instrument having the force of obligation on ratifying member States.

217. The Employers' members were of the opinion that the proposed text would be particularly inappropriate in a Convention, which already referred to the need for consultation in a number of other contexts. One of the inherent advantages of part-time work was the ability of employers to use it to cover the absence or non-availability of full-time workers, often on an urgent basis. If there were a requirement for consultation with the representatives of the workers concerned in such cases, the necessary flexibility, which should characterize recourse to this form of employment, would be severely impaired. The Government member of Canada considered that the proposed wording was an example of best practice and should remain in the Recommendation. The Government members of Australia, Cyprus, Japan, Sweden, Turkey and the United States, and the Member States of the European Communities also opposed the amendment. The Workers' members withdrew the amendment.

218. The Workers' members submitted an amendment to include the following new Point in the Proposed Conclusions with a view to a Convention:

Transfer from full-time to part-time work should be freely chosen and carry with it the guarantees and conditions of comparable full-time employment. Refusal to transfer from full-time to part-time work should not constitute grounds for dismissal.

The Workers' members expressed the belief that a provision of this type was lacking from the text of the proposed Convention. In practice, situations occurred in which pressure could be placed on full-time workers to transfer to part-time work. It was therefore necessary to ensure that the change from full-time to part-time work was always freely chosen and that the workers who made such transfers continued to enjoy all the guarantees and conditions of the full-time employment relationship. Moreover, the refusal of such a transfer should not constitute grounds for dismissal. The Government member of France, speaking on behalf of the Government members of France, Greece, Italy, Luxembourg, Spain and Portugal, considered that the new Point was important. An absolute guarantee was needed that the consent of the person concerned was obtained before any full-time worker was transferred to part-time work.

219. The Employers' Vice-Chairperson opposed the amendment and stated that when workers chose of their own free will to transfer to part-time work they needed to accept the conditions attached to that form of employment. If such workers enjoyed all the guarantees and conditions pertaining to full-time employment, that would constitute a form of discrimination against full-time workers. The second part of the amendment, under which a refusal to transfer from full-time to part-time work should not constitute grounds for dismissal, was adequately covered by Point 10 (b), which covered termination of employment. It was therefore unnecessary to add a new Point on this subject. The Government member of Germany emphasized that the transfer from full-time to part-time employment should be agreed upon by employers and workers. Nevertheless, the wording of the amendment created serious problems for his country, where these matters were regulated by collective bargaining. The Government member of Austria stated that under all legislative systems the terms set out in a contract of employment could not be changed unilaterally. Where no agreement was reached between the parties concerned, the employer was obliged to declare a "constructive" dismissal, under which another form of employment was offered to the worker, and which was covered by the usual conditions governing the termination of the employment relationship. The Government member of Ireland agreed that in many countries unilateral changes in the contract of employment could be classified as unfair dismissal. However, the proposed text was, in view of the definition of part-time workers in Point 3, all-embracing and therefore inflexible. The Government members of Canada, Cyprus, Denmark, Ireland, Japan, the Netherlands and the Republic of Korea also believed that the proposed new Point would not be appropriate in a Convention. The Government member of Cyprus said that a unilateral change in conditions of employment, such as the

transfer without the consent of the worker concerned from full-time to part-time work, would amount to constructive dismissal, against which workers were already adequately protected under national law and practice in many countries. The Government member of Canada added that, although these standards already applied in many countries, it was necessary for the Convention to be flexible enough to apply to countries where they were not in force. Moreover, in difficult economic circumstances, companies sometimes needed a certain flexibility in this respect in order to survive. The Government member of the United Kingdom considered that the proposed text had no place in an instrument on part-time work in so far as it sought to protect full-time workers.

220. In reply, the Workers' members said that the amendment was not intended to cover the question of partial unemployment nor to cause confusion with the other provisions in the proposed Convention. They therefore subamended the text to read as follows:

> Measures should be taken to ensure that transfer from full-time to part-time work or vice versa is freely chosen. Unilateral changes of the agreed number of hours are invalid, and the worker's refusal to transfer should not constitute a valid reason for termination of employment.

The Workers' Vice-Chairperson noted that the last part of the amendment referred to the provision in the Termination of Employment Convention, 1982 (No. 158), concerning situations which did not constitute valid reasons for the termination of the employment relationship.

221. The Employers' members indicated that, although they did not disagree with the basic principles underlying the subamendment, they encountered serious difficulties with the inclusion of this idea in a Convention. The language used went beyond the simple transfer from full-time to part-time work and would also cover changes in the hours worked by a part-time worker. They recalled that Article 4 of Convention No. 158 provided that the employment of a worker should not be terminated unless there were valid reasons for such termination based on the operational requirements of the undertaking, establishment or service. In a situation in which an enterprise was experiencing economic problems, difficult choices often had to be made between a reduction in working hours or the dismissal of the employees. The amendment was also opposed by the Government members of Austria, Canada, Cyprus, Denmark, Turkey and the United States.

222. However, the Government member of France considered that the two ideas contained in the amendment were both important. He proposed a new form of wording which read as follows:

> Transfer from full-time to part-time work should be agreed to by the worker. Refusal to transfer from full-time to part-time work should not constitute reasons for sanction.

This was supported by the Government members of Greece, Italy, Luxembourg, Portugal and Spain.

223. The Government member of the Netherlands proposed a different subamendment which would read as follows: "Where appropriate, measures should be taken so that the transfer from full-time to part-time work be freely chosen."

224. Although the wording proposed by the Government member of France was supported by the Workers' members, the Government members of Canada, Egypt, the United Kingdom, the United States and Switzerland expressed a preference for the subamendment submitted by the Government member of the Netherlands as the least objectionable solution which raised the fewest problems.

225. However, the Employer's members opposed both subamendments. The Government member of Germany indicated that the subamendment proposed by the Government member of the Netherlands left unclear the measures which needed to be taken. The question of the transfer of workers from full-time to part-time work should be settled essentially in negotiation between employers and workers and in collective agreements. In order to respond to this objection, the Workers' members proposed to include in the subamendment the words "in accordance with national law and practice."

226. The Employers' members indicated that, although this was not the correct place for a provision of this type, they would reluctantly agree to its conclusion if the Committee accepted the following wording:

> Where appropriate, measures should be taken so that the transfer from full-time to part-time work or vice-versa be freely chosen in accordance with national law and practice and the operational requirements of the establishment concerned.

227. The new Point was adopted as amended.

D. PROPOSED CONCLUSIONS WITH A VIEW TO A RECOMMENDATION

General Provisions

Point 13

228. The Employers' members submitted an amendment to add, at the end of the Point, the following text:

> provided that a member may, after consulting the representative organizations of employers and workers concerned, exclude wholly or partly from its scope particular categories of workers or establishments when its application to them would raise particular problems.

They explained that the intention behind the amendment was to use the same wording which had been included in the Convention. Although a Recommendation was not binding, it had persuasive force and was often used by governments as a basis for legislation. It would therefore be illogical for its scope to differ from that of the Convention.

229. The Workers' members believed that it was not necessary to limit the scope of the Recommendation. In response to their request for clarification with regard to defining the scope of a Convention and a Recommendation which were adopted at the same time on the same subject, the representative of the Secretary-General indicated that ILO practice was not uniform. In certain cases, their scope was defined in exactly the same way in both instruments. In other cases, their scope differed, either because the Recommendation contained none of the exclusions provided for in the Convention, or because these exclusions were more limited.

230. The Government members of Canada, Turkey and the United Kingdom supported the amendment. However, the Government member of Switzerland, as well as the Government member of

Denmark, speaking on behalf of the Governments of Belgium, Denmark, France, Germany, Greece, Italy, Luxembourg, the Netherlands, Portugal and Spain, supported the Office text.

231. Put to the vote, the amendment was rejected by 12,201 votes in favour and 14,112 votes against, with 882 abstentions.

Point 14

232. The Employers' members submitted an amendment to delete the Point. The Employers' Vice-Chairperson considered that the present wording of Point 14 was misleading in its implication that a member State would be obliged to apply the provisions of the Recommendation in conjunction with those of the Convention. In fact, whether or not the Convention had been ratified, there was no obligation upon a member State to apply the provisions of Recommendations.

233. The Workers' members considered that the Office's text was clear and signified that the provisions of the Recommendation were intended to include the provisions of the Convention, without repeating them, and to provide a source of inspiration to member States which had decided to ratify the Convention, concerning measures which could be taken to put into practice the obligations laid down in the Convention. In response to their request for clarification on the meaning of the words "in conjunction with" in Point 14, the representative of the Secretary-General observed that these words were used to convey the idea that the Recommendation was not an isolated instrument and that it made up a coherent set of standards in combination with the Convention. The Recommendation contained two types of provisions: firstly, those which advised member States on the ways in which the obligations contained in the Convention could be implemented; and secondly, provisions which referred to aspects of the protection or the promotion of part-time work which were not dealt with by the Convention.

234. After the Government member of Canada and the Government members of the Member States of the European Communities had expressed opposition to the amendment, the Employers' members withdrew it in favour of an amendment submitted by the Government members of Canada, Japan and the United States, which sought to replace the word "applied" by the word "considered". The Government member of Canada indicated that the amendment was also supported by the Government members of Austria, Finland, Malta, New Zealand, Sweden and Switzerland. The amendment aimed at reflecting the fact that Recommendations provided guidelines which would inspire member States but which imposed no obligations, even on States which ratified the corresponding Convention. The Government members of Antigua and Barbuda, Norway as well as the Government member of Denmark, speaking on behalf of the Member States of the European Communities, also favoured the amendment.

235. The representative of the Secretary-General observed that the objective of the International Labour Conference when adopting new standards was that they would eventually be applied in the member States of the ILO. This objective also applied in the case of a Recommendation. The supervisory mechanisms for the application of ILO standards, the Committee of Experts, and the Conference Committee on the Application of Standards, were not limited to supervising the implementation of ratified Conventions. They also examined, in accordance with article 19 (6) (d) of the ILO Constitution, the measures taken by member States to give effect to the provisions of Recommendations. In other words, a Recommendation was not adopted to be only "considered" by member States. It was adopted in the hope that it would be applied, on the understanding that its application was optional, and not obligatory as in the case of a ratified Convention.

236. In reply, the Government member of Canada indicated that under article 22 of the ILO Constitution member States had reporting obligations in respect of the Conventions which they had ratified, while under article 19 they were called upon to report on the position of their law and practice with regard to the matters dealt with by unratified Conventions and by Recommendations. The Committee of Experts on the Application of Conventions and Recommendations did not deal with the information provided by governments under these two articles in the same way. The reports requested under article 19 were for information purposes only, whereas those supplied under article 22 permitted the supervisory bodies to assess the extent to which ratified Conventions were implemented. The Government member of Germany added that it was important to understand that the provisions of the Recommendation should be interpreted taking into account the provisions of the Convention. The Employers' Vice-Chairperson recalled that there was no uniform practice in this respect and that the provision contained in this Point was not commonly found in ILO Recommendations.

237. However, the Workers' members preferred the Office text and called on the Legal Adviser for clarifications in this respect. The Legal Adviser explained that the purpose of this provision was to indicate that the Recommendation was not self-contained but had to be read together with the Convention. It represented a fairly new technique in the drafting of standards, designed to avoid the lengthy repetition in the Recommendation of provisions in the Convention. In the present instance, if the Recommendation was to be made fully self-contained, it would be necessary to repeat Points 9 and 10, which were referred to in Points 17 and 19. This technique had already been used in the Chemicals Convention (No. 170) and Recommendation (No. 177), 1991; the latter contained a provision in the same terms as Point 14. This being said, it seemed evident that if a government was considering the Recommendation it would be with a view to its application, and the use of the term "considered" instead of "applied" would not have any legal implications.

238. The Government member of Canada stated that this statement confirmed her belief that there was no legal impediment to the use of the word "considered". The Government member of Austria added that it was necessary for it to be made clear that the ratification of the Convention did not oblige Member States to apply the higher standards con-

tained in the Recommendation. The Employers' members were of the opinion that the term "applied" was inappropriate in the Office's text. However, the Workers' members, after hearing the explanation of the Legal Adviser, did not see any sense in changing the Office text by the adoption of this amendment and preferred to remain with the original wording of the Proposed Conclusions.

239. The amendment was adopted and Point 14 was adopted as amended.

Point 15

240. The Employers' members submitted an amendment to delete the Point. Although they supported the principle of consultation, it was important that no greater obligation should be created in this respect for part-time workers than for comparable full-time workers. Point 15 required consultation in three separate areas, including the introduction or extension of part-time work. However, there would be practical constraints on consultation if a decision to introduce or extend part-time work in an establishment were of an urgent nature. If the decision were to be delayed, due to prior consultation with workers' representatives, the efficiency of the enterprise could suffer. Another area of consultation concerned the rules and procedures applying to part-time work. These were often laid down in collective bargaining and any additional obligation in this respect would only complicate matters.

241. The Workers' members considered that Point 15 referred to a very important issue which needed to be covered by the proposed new standards. The Government members of Austria, Cyprus and the Member States of the European Communities, also opposed the amendment.

242. In view of the above opposition, the Employers' members withdrew the amendment in favour of another amendment which they had submitted to insert the words "in accordance with national law and practice" at the beginning of the Point. They also submitted an amendment to replace the words "the introduction or extension of part-time work, on the rules and procedures applying to it" by the words "the conditions of part-time work". The proposed wording was intended to recognise the differences in national practice in member States, as well as to take greater account of the operational requirements of the establishments concerned.

243. The Government members of Austria, Canada, Cyprus, Japan and of the Member States of the European Communities supported the addition of the words "in accordance with national laws and practice". The Government member of Austria agreed that it was appropriate for general consultations to take place on the matters covered by Point 15, but considered that there should not be a requirement for consultations each time that a part-time worker was hired. The representative of the Secretary-General confirmed that the intention behind the Office's text was not to create an open-ended requirement for consultation each time the employer decided to hire a part-time worker. The intention was that this consultation should take place on certain important occasions, such as when the employer first considered having recourse to part-time work and if subsequently a substantial increase in this type of employment was planned. The Government member of France added that it was one of the essential functions of the ILO to promote consultation of this type. Moreover, consultation on the introduction or extension of part-time work was particularly necessary in view of the changes in work organization that this involved. The Government member of the United Kingdom believed it was necessary to modify the text in order to emphasize the fact that the requirement for consultation was of a general nature. She therefore proposed to insert the word "general" before the words "introduction or extension". The Employers' members indicated that they could accept this subamendment.

244. The Workers' members emphasized the need for the representatives of workers to be consulted on the introduction and extension of part-time work, as well as on the arrangements pertaining to it. This took on particular importance in States in which part-time work was not yet common, such as the developing countries. It was clear that the requirement for consultation was general and did not apply in the case of individual workers. The Workers' members therefore preferred the Office's text.

245. Put to the vote, the amendment, as subamended, was adopted by 16,464 votes in favour and 11,172 votes against, with 294 abstentions.

246. Point 15 was adopted as amended.

Subtitle preceding Point 16

247. The Workers' members submitted an amendment to delete the subtitle preceding Point 16, which they believed was not a logical separation of the provisions of the proposed Recommendation. The Employers' members did not oppose an essentially stylistic modification. The amendment was adopted.

Point 16

248. The Employers' members submitted an amendment to replace the Point by the following text:

> In accordance with national laws and practice and to the same extent as comparable full-time workers, part-time workers should be provided with a statement concerning their specific conditions of employment.

The Employers' members expressed serious reservations concerning the concept of a written contract or statement set out in the Office's text. It was unusual for written contracts to be concluded between employers and workers and this provision contained the implicit suggestion that a different practice should be followed for part-time workers, when the guiding principle of the instruments on part-time work was that there should be equivalent treatment for part-time workers and comparable full-time workers. The conditions of employment of workers were mostly covered by agreements, including collective agreements, which were available for the scrutiny of workers. The Employers' members agreed that part-time workers should be provided with information on their conditions of employment and that this should be provided in accordance with national law and practice. However, they should receive no more nor less information than comparable full-time workers.

249. In reply, the Workers' members considered that it was important in this particular respect that part-time workers should be treated differently from full-time workers. In the case of full-time employment, the workers concerned had little difficulty in knowing the conditions under which they were expected to work. However, for part-time workers there could be a large degree of variation in their hours of work and their other conditions of employment, and it was therefore important that these should be specified in writing. Clearly, the contract or statement of conditions of employment should not be contrary to the provisions of the relevant collective agreements. The Workers' members could accept the inclusion of the phrase "in accordance with national laws and practice", which was proposed in the amendment.

250. The Government members of Antigua and Barbuda and Nigeria referred to the situation in their countries, under which workers were entitled in accordance with the law to a written contract or statement of their conditions of employment. They therefore supported the Office's text. However, the Government member of Canada informed the Committee that in her country and in the United States written contracts of employment were uncommon. She did not therefore support a provision which included a new requirement that would only be applied to part-time workers. Although it was important for part-time workers to be provided with the relevant information on their conditions of employment, this could be furnished in either written or verbal form. The Government member of Cyprus agreed that the Office's text for Point 16 implied a form of positive discrimination for part-time workers. In view of the fact that it was the object of the instruments on part-time work to establish equivalent treatment for part- and full-time workers, she expressed support for the amendment submitted by the Employers' members. The Government member of the Netherlands considered that the main preoccupation in relation to part-time workers was their working hours or schedules. However, the Government member of the United Kingdom pointed out that contracts often provide for flexibility in the working hours or schedules at the outset of the employment relationship.

251. The Government member of France said that the importance for part-time workers of being provided with information on the specific conditions of employment which applied to them should not be in conflict with the tradition in many countries of not establishing written contracts of employment. He therefore proposed to subamend the text put forward by the Employers' members to read as follows:

Part-time workers should be informed of their specific conditions of employment by a written document or any other means consistent with national law and practice.

252. The Employers' Vice-Chairperson considered that the subamendment proposed by the Government member of France was almost identical to the amendment put forward by the Employers' members, with the exception that it omitted the phrase "to the same extent as comparable full-time workers".

253. In reply, the Government member of France believed that any inclusion of the idea that the information provided should be the same as for comparable full-time workers would weaken the text, which addressed the particular needs of part-time workers in regard to information on their specific conditions of work. The Workers' members supported the subamendment, in which the phrase "specific conditions of employment" referred to all the conditions of employment of part-time workers, and not only those which differed from the conditions of comparable full-time workers. The subamendment was also supported by the Government members of Belgium, Canada, Cyprus, Italy, Nigeria, Portugal, Switzerland and the United Kingdom.

254. Point 16 was adopted as amended.

Point 17

255. The Employers' members submitted an amendment to replace Point 17 by the following text:

The adaptations to be made in accordance with Point 9 above to statutory social security schemes which are based on occupational activity should aim at reducing the risk that part-time workers may be penalized by such schemes.

The Employers' members said that the Office's text of Point 17 raised complex issues. The various references made at different points of the Proposed Conclusions to statutory social security schemes made a rather confused pattern. Moreover, they considered that the various clauses included in the Office's text were of too specific a nature. The amendment was intended to simplify both Point 17 and the text of the instruments as a whole.

256. The Workers' members emphasized the importance of retaining in the Point the concept of the progressive reduction of thresholds, which was also covered by Points 18 and 19. The Committee had adopted in Point 11 of the Proposed Conclusions for the Convention a text which called upon Governments to indicate whether they were giving consideration to the progressive extension of protection to workers who were excluded from the schemes in question. It would therefore be inconsistent if the proposed Recommendation were not to include this idea. After a majority of the Government members had indicated their opposition to the amendment, the Employers' members withdrew it.

257. The Government members of the Member States of the European Communities submitted an amendment to insert the words "if appropriate" at the beginning of Point 17 (a). The Government member of Denmark explained that it was not a realistic aim to expect that the thresholds which existed in social security schemes based on occupational activity could be progressively reduced.

258. The Workers' members considered that the amendment would weaken the text of Point 17 (a). However, the amendment was supported by the Employers' members and a number of Government members. The amendment was adopted.

259. The Workers' members submitted an amendment to add, at the end of Point 17 (b), the words: "in order to cover the greatest possible number of part-time workers". The intention of the amendment was to make the objective of Point 17 (b) as specific as possible.

260. The Employers' members considered that the amendment constituted an undesirable extension of

the scope of the text and was in contradiction to the decision taken by the Committee on the previous amendment. The Workers' members withdrew the amendment.

261. The Government members of the Member States of the European Communities submitted an amendment to replace the words "in full" in Point 17 (b) by the words "as appropriate". The Government member of Denmark stated that greater flexibility was required in Point 17 (b) in order to cover the great variety of social security systems in member States. The amendment was also supported by the Employers' members and the Government members of Antigua and Barbuda, Austria, Canada, Cyprus, Finland, Japan, Malta, Norway, Sweden, Switzerland and the United States.

262. The Workers' members pointed out that the text referred to minimum and flat-rate benefits which, although they did not often exist in developing countries, were widespread in the industrialized countries. It was very important to ensure that part-time workers had equal access to these benefits, which were often of a very low level. They could not conceive that the Governments of the members who had submitted the amendment would adopt a policy to deny these benefits to part-time workers. However, in view of the strong support expressed by the Government members for the amendment, they did not want to ask for an official vote. The amendment was adopted.

263. The Workers' members submitted an amendment to add after the words "old age benefits" in Point 17 (b) the words "invalidity benefits, maternity benefits". The Workers' members considered that this Point contained the only reference in the Proposed Conclusions to minimum and flat-rate benefits. The text of the Point had already been weakened by the adoption of the previous amendment, and it would not therefore raise any difficulties to extend its scope to include the very important areas of invalidity and maternity benefits.

264. Although the Employers' members warned that the amendment would constitute an unnecessary complication of the text in view of the broad variations in the schemes providing invalidity and maternity benefits in member States, the amendment received broad support from the Government members. The amendment was adopted.

265. The Government members of Germany, Luxembourg and the United Kingdom submitted an amendment to replace the words "only part-time employment" in Point 17 (c) by the words "part-time work of a reasonable duration and on reasonable grounds". The Government of the United Kingdom noted that in view of the definition of part-time worker which had been adopted and which could cover anything from one to thirty-nine hours of work a week, it was unreasonable to assume that all part-time workers should be eligible to receive unemployment benefits. There needed to be a qualification that the work would be of a reasonable duration in order to become entitled to such benefits. The Government member of Germany added that the Office's text suggested that if part-time workers lost their job, they could insist on seeking only part-time work and could therefore turn down offers of full-time employment. This could lead to unfair results in cases in which similar part-time work was not available, since the workers in question would retain their entitlement to unemployment benefits. However, if the workers were able to demonstrate reasonable grounds for refusing full-time work, such as family responsibilities, this would cause fewer problems. The Employers' members supported the amendment.

266. The Workers' members strongly opposed the amendment, which would create a situation in which unemployed part-time workers, who at best only received very low unemployment benefits, might be compelled to take on full-time employment against their will. They also considered that the issue of thresholds, raised by the Government member of the United Kingdom, was already covered by the fact that Point 17 (c) was confined to a general statement of principle. However, in order to accommodate the concerns expressed by the authors of the amendment, they proposed to subamend the text by adding the words "in principle" after the word "accepting" in the Office's text. The amendment was adopted as subamended.

267. The Workers' members submitted an amendment to add after clause 17 (c) the following text:

> accepting that workers who are seeking full-time employment may not be excluded from unemployment benefits if they refuse an offer of part-time work.

They stated that this complemented the previous clause, which covered part-time workers who only sought part-time work. The possibility of full-time workers being able to refuse part-time work had also been covered in the new Point which the Committee had adopted to the text of the proposed Convention. Part-time work should be freely chosen. It should not be forced upon workers who preferred to work on a full-time basis.

268. The Employers' members opposed the amendment on the grounds that the new clause concerned full-time rather than part-time workers. Moreover, the text could be interpreted to cover part-time work which was just below the number of hours worked by full-time workers, with very similar conditions of employment. This could provide an important escape clause for those who did not wish to work and preferred to continue to receive unemployment benefits, which would in turn have a serious impact on the cost of unemployment insurance schemes. After a large number of Government members had expressed opposition to the amendment, it was withdrawn by the Workers members.

269. The Workers' members submitted an amendment to add, after the word "reducing" in Point 17 (d), the words "to a minimum". However, after the Employers' members and many Government members indicated their opposition, they withdrew the amendment.

270. The Workers' members submitted an amendment to add, at the end of Point 17, the following new clause:

> Part-time workers who have previously gained full access to social security benefits as a result of having worked either full time or above the required thresholds and who return to work on a part-time basis below these thresholds, should retain their accrued rights.

The Workers' members identified a problem which was liable to arise in statutory social security schemes when workers had qualified for coverage during a previous period of employment, but fell below the established thresholds when they returned to work on a part-time basis. They were then penalized by their part-time status.

271. The amendment was opposed by the Employers' members, who considered that it raised some complex issues and only applied to a limited number of member States. In view of the need for the instruments to be of general application, it should not therefore be adopted. The amendment was opposed by the Government members of Antigua and Barbuda, Austria, Canada, Cyprus, Finland, Japan, Malta, Norway, Sweden, Switzerland and the United States, as well as the Government members of the Member States of the European Communities. The Workers' members withdrew the amendment.

272. Point 17 was adopted as amended.

Point 18

273. The Employers' members submitted an amendment to replace the Point by the following text:

Part-time workers who have coverage under private occupational schemes which supplement or replace the statutory social security schemes should be protected by such schemes under conditions which are equitable in relation to those of comparable full-time workers. Where appropriate, these conditions may be determined in proportion to hours of work or contributions.

The Employers' Vice-Chairperson indicated that the amendment retained the principle of equitable treatment for part-time workers in relation to comparable full-time workers. However, it was important that the private occupational schemes in question had the latitude to treat part-time workers slightly differently to comparable full-time workers in some respects. By way of illustration, he referred to qualifying conditions such as minimum periods of service. It would be cumbersome from an administrative point of view for such schemes to have to provide for the access to schemes of part-time workers who only completed a short period of service, who would in any case draw almost no benefit from the scheme.

274. The Workers' members opposed the amendment, which did not retain the idea that the thresholds of private occupational schemes should be progressively reduced to allow part-time workers to be covered as widely as possible. The Government members of Australia, Austria, Canada, Cyprus, Finland, Japan, Malta, Norway, Sweden, Switzerland and the United States, as well as the Government member of Denmark, speaking on behalf of the Governments of Belgium, Denmark, France, Germany, Greece, Italy, Luxembourg, the Netherlands, Portugal and Spain, opposed the amendment. The Employers' members withdrew the amendment.

275. The Government members of Canada, Japan and the United States submitted an amendment to delete Point 18 (1). The Government member of Canada explained that thresholds were necessary under private occupational schemes. It was not realistic to believe that these could be progressively reduced, especially in cases in which they were already very low. There was a point beyond which the extra costs of covering certain workers were not worth the potential benefits which they might eventually enjoy. However, in view of the fact that the Point was contained in a Recommendation, she withdrew the amendment.

276. The Workers' members submitted an amendment to delete, in Point 18 (1), the words "which supplement or replace the statutory social security schemes". The Workers' Vice-Chairperson explained that some private occupational schemes did not supplement or replace statutory social security schemes, particularly in developing countries in which social security systems had not yet been established. In such cases, private schemes might provide the only coverage available to the workers in question. The thresholds established by these schemes should also be progressively reduced in order to extend protection to part-time workers. The Government member of Denmark expressed support for the amendment.

277. The Employers' members opposed the amendment on the grounds that there were in practice many private occupational schemes which covered areas unrelated to social security, such as savings schemes. In order to ensure that Point 18 did not cover these schemes, it was important to retain the words which the Workers' members were seeking to delete. The Government members of Canada, Cyprus, Japan and the United Kingdom opposed the amendment. The Workers' members withdrew the amendment.

278. The Committee agreed, as a consequence of the definition of part-time worker adopted in Point 3, to replace the words "other workers" in Point 18 (2) by the words "comparable full-time workers". Point 18 was adopted as amended.

Point 19

279. The Employers' members submitted an amendment to delete Point 19 (1). They explained that this Point once again dealt with the progressive reduction of thresholds affecting the access of part-time workers to protection, which the Committee had shown a reluctance to accept in earlier Points. The Government members of Canada and the United States submitted an identical amendment. The Government member of Canada considered that the commitment for the progressive reduction of threshold requirements contained in Point 19 (1) was absolute and would lead to their total elimination. This was an unrealistic objective. However, she wondered whether the Committee would be able to accept the addition at the beginning of the Office's text of the words "as appropriate". The modified text was supported by the Government members of the Member States of the European Communities.

280. The Workers' members recalled that Point 19 (1) referred to the fundamental areas of protection covered by Point 10, namely maternity protection, termination of employment and paid annual leave and paid public holidays. It was essential that there should be no thresholds in these very important areas. However, they accepted the modified version of the Office's text proposed by the Government member of Canada. The amendment was adopted as subamended.

281. The Employers' members submitted an amendment to replace Point 19 (2) by the following text:

Appropriate periods of service should be required as a condition for protection in the fields covered by Point 10 above.

The Employers' Vice-Chairperson indicated that the amendment, while not attempting to deny anything to part-time workers, addressed the very important problem of workers who completed only very short periods of service. These were more likely to be part-time than comparable full-time workers. For part-time workers who were employed for very few hours a week, it might be appropriate to establish a longer period of service before they enjoyed the protection in question. He subamended the text by adding the following sentence: "These periods of service should be determined in relation to the periods of service required for comparable full-time workers."

282. The Workers' members did not support the amendment proposed by the Employers' members. The amendment was also opposed by the Government members of Antigua and Barbuda, Australia, Austria, Canada, Cyprus, Finland, Japan, Malta, Norway, New Zealand, Sweden, Switzerland and the United States, as well as the Government member of Denmark, speaking on behalf of the Government members of Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal and Spain. The Employers' members withdrew the amendment.

283. The Workers' members submitted an amendment to replace, in Point 19 (2), the words "the periods of service" by the words "the duration of the employment relationship". The Workers' Vice-Chairperson explained that the intention of the amendment was to eliminate an ambiguity from the text. The term "periods of service" could mean both the duration of the employment relationship in terms of periods such as weeks or months, as well as the number of hours or days habitually worked by the person concerned. The Workers' members wanted to ensure that the Point referred to the former. The representative of the Secretary-General indicated that the term "periods of service" had been used in the Office's text to signify the period of time covered by the employment relationship, and not the hours or days worked over that period.

284. The Employers' members considered that the term "periods of service" clearly covered the period of time that the worker had been active in the employment relationship. The expression "duration of the employment relationship" was less precise than the term "periods of service", which did not necessarily include periods of leave, such as military service, illness or career breaks for study purposes. The Government members of Australia, Austria, Canada, Cyprus, Finland, Japan, Malta, Norway, New Zealand, Sweden, Switzerland and the United States opposed the amendment. The Government member of Canada pointed out that the term "period of service" was normally understood to mean a continuing employment relationship which could include interruptions for a number of reasons. The Government member of Germany indicated that in his country some entitlements were based on periods of service and others on the hours worked or considered to have been worked. It would therefore be possible to use both terms. The Government member of Argentina suggested that the amendment should read "effective duration of the employment relationship". However, the Workers' members stated that the explanation provided by the representative of the Secretary-General had satisfied their concerns and withdrew the amendment.

285. The Committee agreed, as a consequence of the definition of part-time worker adopted in Point 3, to replace the words "other workers" in Point 19 (2) by the words "comparable full-time workers". Point 19 was adopted as amended.

Point 20

286. The Employers' members submitted an amendment to replace the word "equitable" by the word "appropriate". The Employers' members reaffirmed their belief that all workers, including part-time workers, should be treated fairly. However, on the question of the financial compensation which was additional to basic wages, there were substantial differences between the working practices of part-time workers and their full-time colleagues. Large numbers of part-time workers, and particularly students, only worked at weekends. Many part-time workers also worked at night or on shift work. Therefore, in the matters covered by Point 20, a simple comparison with full-time workers was not appropriate. The Employers' members also considered that the illustrative list included at the end of the Point should be deleted. They indicated that the Office's text of the Point could be acceptable to them if this list were to be deleted.

287. The Workers' members emphasized that the Office text consisted of a general statement of principles. Although they would have preferred the terms "equal" or "equivalent", they could accept it in its present form. They could also accept the proposal to delete the list of examples. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland and the United States supported the subamendment. The Committee adopted the subamendment.

288. Point 20 was adopted as amended.

Point 21

289. The Employers' members submitted an amendment to replace the point by the following text:

Measures should be taken to ensure that, as far as practicable and appropriate, part-time workers have access to the welfare facilities and social services of the establishment concerned.

The Employers' members explained that part-time workers often worked at different hours to their full-time colleagues and at times when their numerical strength might be very different from the normal staffing levels of the establishment concerned. For example, cleaners often worked at times when the other members of the staff were not present. This created evident difficulties in providing them with welfare facilities, such as canteens, on an equitable basis with the rest of the staff. The amendment therefore sought to use the words "as far as practicable and appropriate" in order to cover situations in which it was clearly impracticable to provide such treatment for part-time workers.

290. The Workers' members believed that the words "as far as possible" in the Office's text covered precisely the problems raised by the Employers' members. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland and the United States also opposed the amendment. The representative of the Secretary-General confirmed that the expression "as far as possible" had been included in the Office's text to cover the measures which could be reasonably asked of employers, and therefore included the concept of what was practicable. However, the Employers' members maintained that while everything was possible, some things were not practicable. The Government members of Antigua and Barbuda, Canada, Cyprus and the United Kingdom indicated that they would accept the replacement of the word "possible" by the word "practicable" in the Office's text. The Workers' members also accepted the change. The amendment was adopted as subamended.

291. Point 21 was adopted as amended.

Point 22

292. The Employers' members submitted an amendment to replace Point 22 (1) by the following text:

> When establishing the number and scheduling of hours of work of part-time workers, the employer should, as far as possible, take into account the interests of the workers.

The Employers' members explained that the amendment sought to establish that the number and scheduling of hours was a matter to be determined by the employer, on the basis of the needs of the establishment. Clearly, the interests of part-time workers should be taken into account as far as possible, although they could not always be paramount. The amendment had therefore attempted to retain the principle contained in the Office's text, while remaining within the bounds of the possible. The Government members of Canada and Switzerland supported the amendment.

293. However, the Workers' members believed that the Office's text was well-balanced and took into account both the interests of the workers and the needs of the establishment. The Government member of Antigua and Barbuda and the Government member of Denmark, speaking on behalf of Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal and Spain, opposed the amendment. The Employers' members withdrew the amendment.

294. The Workers' members submitted an amendment to add, after the words "be established" in Point 22 (1), the words "by negotiation between the employer and the workers or, where appropriate, the representatives of the workers concerned". The intention of the amendment was to ensure that the number and scheduling of hours of part-time workers were a matter for negotiation. The Workers' members indicated that they could accept a reference to national law and practice in their amendment. The representative of the Secretary-General indicated that the Point had been drafted by the Office with a view to avoiding any specification of the manner in which the number and scheduling of hours of work of part-time workers should be established, since the methods used for this purpose varied from country to country. The Government member of Denmark, speaking on behalf of the Governments of Belgium, Denmark, Germany, Italy, Greece, Luxembourg and Spain, supported the amendment.

295. The Employers' members believed that the amendment would lead to impracticable situations in which even very small changes in working hours would have to be covered by negotiations, which would severely limit the flexibility required by enterprises. The Government members of Antigua and Barbuda, Australia, Austria, Canada, Cyprus, France, Japan, Malta, New Zealand, Norway, Sweden, Switzerland, the United Kingdom and the United States opposed the amendment. In view of this opposition, the Workers' members withdrew the amendment.

296. The Employers' members submitted an amendment to delete Point 22 (2). They considered that the placing of restrictions on changes in the agreed work schedule and work beyond scheduled hours would directly affect the operational requirements of the establishment concerned. They were particularly concerned at the suggestion contained in the Office's text that restrictions should be imposed in these matters, although they agreed that prior notice should be given of changes in working hours whenever appropriate. However, they withdrew the amendment.

297. The Employers' members submitted an amendment to replace the words "to restrictions and" by the words "as far as possible" in Point 22 (2). They believed it was necessary to delete the reference to restrictions and to qualify the concept of prior notice with the expression "as far as possible". It was a matter of common sense that prior notice should be given to workers concerning changes in their work schedules. However, emergency situations arose in which it would be impossible to give such notice. The Government member of Japan supported the amendment. She believed that a general agreement between the part-time worker and the employer at the time of the employment contract with regard to overtime may also be another relevant procedure.

298. The Workers' members considered that the Office text was a statement of principle, similar to the one contained in the Recommendation on Workers with Family Responsibilities, 1981 (No. 165), and as such suited the form of a Recommendation. The Government members of Australia, Austria, Canada, Cyprus, Malta, New Zealand, Norway, Sweden, Switzerland and the United States, preferred the Office's text. The Government member of Canada considered that it was a general statement which put forward a valid principle. However, since it might not be possible to apply the principle in an absolute sense, she proposed to subamend the text by adding the words "as far as possible" at the beginning of the phrase. The Government member of Austria agreed that restrictions should be applied to changes in the agreed work schedule as far as possible, although it would not always be possible to give prior notice of such changes. The Government members of Belgium, Denmark, France, Germany, Greece, Italy, Luxembourg, Netherlands, Portugal, Spain and the

United Kingdom, supported the proposed addition. The Office's text was adopted as modified.

299. The Workers' members submitted an amendment to add after the word "restrictions" in Point 22 (2), the words "and to negotiations between the employer and the representatives of the workers concerned". They believed that changes to the agreed work schedule should be a subject of negotiations. The amendment was opposed by the Employers' members and the Government members of Antigua and Barbuda, Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland and the United States. The Workers' members withdrew the amendment.

300. The Employers' members submitted an amendment to delete Point 22 (3). Having explained that their objection was to the wording of the Office's text, rather than the principle contained in it, they withdrew the amendment. They also submitted an amendment to replace Point 22 (3) by the following text:

Any compensation for work beyond the agreed work schedule should be established in the light of national law and practice.

The amendment did not seek to detract from the principle of the payment of compensation for work which was performed in addition to the agreed work schedule. This matter was often covered by national law, or by collective agreements at the national or sectoral level. In the case of part-time workers, it might be the case that work beyond the agreed schedule would not be compensated at a higher rate. A special overtime rate might only be payable for work beyond normal full-time hours. The amendment sought to avoid the implication that a special hourly rate would apply in all circumstances for work which was performed in addition to the agreed work schedule of part-time workers. Moreover, the Office's text contained an implication that local level negotiations would be required in each case. The amendment sought to include negotiations at all levels.

301. The Workers' members expressed consternation that the Employers' members were not prepared to accept that the system of compensation for additional hours should be negotiated in the normal way, in the manner adopted by the law and practice in many countries, and particularly as set out in a number of fundamental ILO standards. The question of the rates payable for hours beyond the agreed work schedule was a natural subject for negotiation. Following a request for clarification from the Government member of Cyprus, the representative of the Secretary-General indicated that when formulating the wording of clause 22 (3), the Office had taken into account the fact that, in contrast with the overtime hours worked by full-time workers, the hours worked by part-time workers in addition to the agreed work schedule were covered by legal provisions in only a very few countries. The Office could therefore hardly recommend the adoption of legislative measures on this question. It therefore confined itself to recommending that negotiations should take place at the establishment concerned, without specifying the results which should be achieved by these negotiations. It was entirely possible, for example, that such negotiations would exclude from higher rates workers who only worked six hours a week and were called upon to work a seventh. The Office text therefore left it to the wisdom of the parties concerned to decide, through negotiation, the circumstances in which and the thresholds above which additional hours to the agreed schedule should be recompensed, and the level of this compensation.

302. In view of the implication contained in the Office's text that negotiations could be at the local or enterprise level, the Government member of Canada supported the amendment. The Government member of Antigua and Barbuda referred to the situation of workers who were not covered by a collective bargaining unit. In these cases, their system of compensation depended on national law, as set out in the amendment. The Government member of Austria criticized the Office's text for making no distinction between the rates of compensation applicable to the additional hours performed by part-time workers over and above the agreed schedule and the higher rates which were applicable to the overtime hours worked by full-time workers. The Workers' members proposed to modify the Office's text by including the words "according to national law and practice" at the end of the text. The Office text was adopted as modified.

303. The Government members of Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain and United Kingdom submitted an amendment to replace the words "the representatives of the workers concerned" in Point 22 (3) by the words "the workers or their representatives". The Government member of Denmark, speaking on behalf of the authors of the amendment, considered that it was natural for workers to be directly concerned in the negotiations in question, particularly in small enterprises and in situations in which they were not covered by collective agreements. The amendment was supported by the Employers' members, and the Government members of Antigua and Barbuda, Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland, Turkey and the United States.

304. The Workers' members feared that the proposed text implied that employers would be free to choose whether they wished to bargain at the collective level or negotiate with individual workers. On the understanding that the wording did not imply this choice, they did not oppose the amendment. The amendment was adopted.

305. Point 22 was adopted as amended.

Point 23

306. The Employers' members submitted an amendment to replace Point 23 by the following text:

Part-time workers should have appropriate access to forms of leave available to comparable full-time workers in the establishment or branch of activity concerned, in accordance with national law and practice.

Although the Employers' members supported the principle of workers having access to various forms of leave, they believed it was not desirable to enumerate them in the text of the proposed Recommendation. Furthermore, in this case, it was desirable to include the notion of comparability with full-time workers. Part-timers should have appropriate access to the leave available to comparable full-time workers in accordance with national law and practice. The

Government member of Antigua and Barbuda supported the amendment.

307. The Workers' members could agree to the inclusion of the concepts of "comparable full-time workers" and "in accordance with national law and practice". However, in a text which was already fairly weak, they could not agree to the change from the term "on an equitable basis" to the idea of "appropriate access". It would also be preferable to retain the enumeration of the various types of leave in order to provide more specific guidance in this context in the Recommendation. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland, the United States and of the Member States of the European Communities, agreed to the inclusion in the Office's text of the words "comparable full-time workers" and "in accordance with national law and practice". The Office's text was adopted as modified.

Point 24

308. The Employers' members submitted an amendment to delete the Point. They considered that the patterns of work of part-time workers differed from those of other workers, and even from comparable full-time workers, in respect of work on customary rest days and public holidays. In some trades, such as the retail industry, these were the days of peak activity, on which part-time work was particularly prevalent. Moreover, part-time workers often replaced full-time workers who were on annual leave.

309. In reply, the Workers' members considered that the Employers' members were referring only to part-time workers employed under more casual forms of employment relationship. They recalled that the Office's text was very general, covered part-time workers under any type of employment relationship and was flexible enough to be broadly acceptable. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland and the United States expressed a preference for the Office text. The Government member of Canada pointed out that part-time work occurred not only in the private sector, but also in the public sector where general principles concerning annual leave and work on customary rest days and public holidays applied to both part- and full-time workers. The Government members of the Member States of the European Communities, as well as the Government member of Antigua and Barbuda also opposed the amendment. The Employers' members withdrew the amendment.

310. The Employers' members submitted an amendment to replace Point 24 by the following text:

> Arrangements appropriate to national law and practice should apply to part-time workers in respect of scheduling of annual leave and of work on customary rest days and public holidays.

The Employers' members considered that the arrangements concerning the annual leave of part-time workers should be appropriate to national law and practice, but should not be the same as those which applied to other workers, and particularly to full-time workers. However, after the Workers' members had expressed opposition to the amendment, it was withdrawn by its authors. The Committee agreed to replace the words "other workers" by the words "comparable full-time workers".

311. Point 24 was adopted as amended.

Point 25

312. The Employers' members submitted an amendment to replace the Point by the following text:

> Where practicable, taking into account the needs of the establishment as well as national law and practice, measures should be taken to overcome constraints on the access of part-time workers to training, career opportunities and occupational mobility.

The Employers' members emphasized the need to introduce an element of practicability, as well as a reference to national law and practice, with regard to the principle of the access of part-time workers to training, career opportunities and occupational mobility. Part-time workers sometimes worked for very few hours a week, and the question of training and career opportunities had to take into account the hours which they spent in work. It would not be possible to overcome constraints on the access of part-time workers to these opportunities unless sufficient recognition were given to the operational needs of the establishment. The proposed text was therefore both more practicable and flexible. The Government member of Antigua and Barbuda supported the amendment.

313. In reply, the Workers' members recalled that the Recommendation should state general objectives which it would be desirable to achieve in the future. The Office's text was already sufficiently flexible to take into account the concerns expressed by the Employers' members. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland and the United States, opposed the amendment. However, the Government member of Canada could accept a subamendment which replaced the word "all" in the Office's text by the words "where practicable". The Employers' members, as well as the Government members of Turkey and the United Kingdom, supported the subamendment. In reply to a question by the Government members of the Member States of the European Communities, the representative of the Secretary-General specified that the word "training" in Point 25 referred to training related to employment. The Government member of France supported the Office's text in its original version. The Government member of Germany considered that it would be impracticable to provide training on a part-time basis, since the courses would take much longer to complete than standard training programmes. The Committee adopted the amendment as subamended.

314. Point 25 was adopted as amended.

Deletion of the subtitle before Point 26

315. The Committee accepted the proposal made by the Workers' members to delete the subtitle before Point 26.

Point 26

316. The Employers' members submitted an amendment to replace Point 26 by the following text:

Consideration should be given to the provisions of statutory social security schemes which may discourage recourse to or acceptance of part-time work.

The Employers' members were of the opinion that the Office's text of Point 26 was complex and gave rise to difficult issues, as well as implying an obligation to adapt statutory social security schemes. The amendment put forward the principle in a more general manner.

317. The amendment was opposed by the Workers' members and the Government members of Australia, Austria, Canada, Cyprus, France, Ireland, Italy, Japan, Malta, Norway, Switzerland and the United States. The Employers' members withdrew the amendment.

318. The Workers' members submitted an amendment to insert the words "freely chosen" after the words "acceptance of" in Point 26. The purpose of the amendment was to bring the text into line with the principle upheld throughout the proposed instruments that part-time work should be freely chosen.

319. The Employers' members considered that it would be inappropriate to include the notion of "freely chosen" part-time work in the context of statutory social security schemes. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, Norway, Sweden, Switzerland and the United States opposed the amendment. The Government member of Cyprus believed that the notion of freely chosen part-time work was already implicit in the text. The Government member of France considered that the term "freely chosen" did not serve any purpose in relation to the remaining provisions of Point 26. The Workers' members withdrew the amendment.

320. The Government members of Belgium, Denmark, France, Germany, Greece, Italy, Luxembourg, the Netherlands, Portugal, Spain and the United Kingdom submitted an amendment to replace the word "proportionately" in Point 26 (a) by the word "significantly". The Government member of Germany explained that ceilings were necessary in many statutory social security schemes in order to enable them to operate on a sound basis. If the possibility of adopting such ceilings were eliminated, countries which were considering the establishment of social security schemes for the first time might be discouraged.

321. After a request from the Workers' members to clarify the use of the word "proportionately", the representative of the Secretary-General explained that social security schemes usually required the payment of contributions on the basis of only a part of the wage received by workers. The wages of part-time workers were generally below these ceilings, which meant that the contributions paid by part-time workers were based on their total wage. In contrast, part of the wages of full-time workers often lay above the ceiling and were therefore exempt from contributions. As a result, the proportion of the wage of part-time workers paid in contributions was higher than that of full-time workers. The same applied to the contributions paid by employers for these categories of workers. The Government member of Denmark withdrew the amendment.

322. The Government member of Japan, as well as the Government members of Belgium, Germany, Italy, Luxembourg and the United Kingdom, submitted amendments to delete Point 26 (b). The Government member of Japan understood that in several countries a system had been established under which unemployed workers who were seeking full-time employment, but who accepted part-time work, were provided with compensatory benefits through the unemployment insurance scheme. This type of scheme did not exist in many countries, including her own, and she therefore considered that it would be better to delete the paragraph. The Government member of Germany indicated that under the unemployment insurance system in his country, a person who accepted part-time employment of 18 hours per week or more was no longer considered to be available for further employment and would therefore forfeit entitlement to unemployment benefits.

323. In response to a request for clarification, the representative of the Secretary-General recalled that clauses (a), (b) and (c) of Point 26 had been included as illustrations of aspects of social security in respect of which adaptations would be particularly appropriate. The adaptations suggested in clause (b) evidently did not concern countries in which there was no unemployment insurance scheme. In the case of unemployed persons who agreed to take on a part-time job on a temporary basis while still seeking full-time employment, they implied that the income from the part-time job would be supplemented by benefits provided by the unemployment insurance fund in order to ensure that the workers concerned had an incentive to take up employment.

324. The Employers' Vice-Chairperson did not accept that people who were already working should be entitled to unemployment benefits. He therefore supported the amendment. The Government member of the United Kingdom also supported the amendment and commented that unemployment benefits in her country were intended to provide support for persons without work, not to subsidize part-time earnings. The definition of "part-time worker" which had been adopted by the Committee included all part-time workers whose working hours were lower than comparable full-time workers, including those whose working hours were near to full-time hours, for whom this subsidy would be inappropriate.

325. The Government members of Australia, Austria, Canada, Cyprus, Malta, Norway, Sweden, Switzerland and the United States noted that the Office's text referred only to provisions which excessively reduced the unemployment insurance benefits of the workers concerned. Since the Recommendation was not a prescriptive instrument, they could support the Office's text. The Government member of Spain described the system of partial unemployment benefits in his country. The incentive provided by the provision of partial unemployment benefits to workers who would accept part-time work was logical and just, since most of the workers who took on part-time work, at least in his country, did so because they could not find full-time work.

326. Put to the vote, the amendments were rejected by 161,727 votes in favour and 187,523 votes against, with 9,212 abstentions.

327. Point 26 was adopted without change.

Point 27

328. The Employers' members submitted an amendment to replace the introductory phrase in Point 27 (1) by the following words: "Consideration should be given by employers to". The Employers' Vice-Chairperson explained that, although the Employers' members did not object to the principle that consideration should be given to requests by workers for transfer from full-time to part-time jobs or vice versa with the same employer, it was important to make it clear that it was the employer who would give such consideration. In addition, it did not seem necessary to refer to "special" consideration. In the light of the other amendments before the Committee, he proposed to subamend the amendment to insert "where appropriate" at the beginning of the phrase.

329. The Workers' members preferred the Office's text, which was broader and could encourage governments to give consideration to these matters, although requests for transfer would of course be addressed to employers. They did not see any need to further qualify the provision by adding "where appropriate", although they could accept the new wording proposed by the Government members of the Member States of the European Communities to provide that "employers should consider favourably" requests for transfer.

330. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland, Turkey, the United States, and the Government members of the Member States of the European Communities, supported the amendment as subamended by the Employers' members. The amendment, as subamended, was adopted.

331. The Workers' Vice-Chairperson introduced an amendment to add a provision after Point 27 (1) (b) aimed at giving priority to part-time workers for transfer from part-time jobs to full-time jobs that become available with the same employer, and if necessary to provide appropriate training. She noted that this practice already existed in some establishments and explained that training might be necessary in order to enable part-time workers to take up opportunities for full-time work.

332. The Employers' Vice-Chairperson, opposing the amendment, considered that it was inconsistent with the text of Point 27 (1) (b) as already accepted by the Committee, which only required that consideration be given by employers, where appropriate, to requests for transfer to full-time jobs. It would be quite inappropriate to give priority in such cases to part-time workers, since the test when filling vacancies was suitability for the work. Indeed, the reference made in the amendment to training recognised that part-time workers might not have the necessary skills for full-time vacancies which became available. The question of access to training had already been dealt with in Point 25 and should not be reintroduced in this Point.

333. The Government members of Antigua and Barbuda, Australia, Austria, Belgium, Canada, Cyprus, Denmark, France, Germany, Greece, Ireland, Japan, Luxembourg, Malta, the Netherlands, New Zealand, Norway, Portugal, Spain, Sweden, Switzerland, Turkey, the United Kingdom and the United States opposed the amendment. In response to a suggestion by the Workers' Vice-Chairperson that the requirement for priority could be limited to "the same or similar full-time work" and that the reference to training could be deleted, the Government member of Cyprus noted that when filling full-time vacancies employers would normally prefer to transfer workers whose abilities were already known to them. However, there should be no obligation on employers to give priority in cases where the part-time worker was unsuitable for the work. The Government member of Norway, while fully agreeing with the principle that employers should show concern for their workers, supported the views expressed by the previous speaker. The Workers' Vice-Chairperson withdrew the amendment.

334. The Employers' members submitted an amendment to replace paragraph (2) by a new clause of paragraph (1) as follows:

the provision of information to the workers on the availability of part-time and full-time provisions within the establishment.

This was aimed at removing the mandatory nature of the Office text concerning the provision of information to workers on the availability of part-time and full-time positions. The amendment also removed the requirement for the "timely" provision of information and reflected the fact that the provision of information would take place within the establishment concerned. The Employers' Vice-Chairperson explained that an enterprise which had many separate establishments could not be expected to circulate information throughout the enterprise on vacant positions in all of its establishments. He added that it was not feasible to create a separate class of information solely for part-time workers: such information would have to be provided to all workers.

335. The Workers' members preferred the Office's text, which they considered to be important in facilitating the transfer from part-time to full-time work. The Workers' Vice-Chairperson added that it was implicit that the information to be provided on the availability of positions was limited to the establishment.

336. The Government members of Australia, Austria, Canada, Cyprus, Finland, Japan, Malta, Norway, Sweden, Switzerland, Turkey and the United States preferred the Office's text. However, in consideration of the explanations provided by the Employers' Vice-Chairperson, the Government member of Canada did not object to inserting the words "within the establishment" in the Office text. The Government member of Denmark, the Employers' members and the Workers' members accepted this proposal. The amendment as subamended was adopted.

337. The Workers' Vice-Chairperson, in presenting an amendment aimed at giving protection against termination of employment to workers who refused to transfer from full-time to part-time work, reminded the Committee that a new provision with a similar aim had been inserted in the Convention. The Employers' Vice-Chairperson recalled that the new Point on this issue had been adopted in the Convention after lengthy discussion. It should not be called into question by a provision on the same subject in the Recommendation which used different language. He also noted that the text adopted in the Conven-

tion contained the expression "in accordance with national law and practice", whereas this was omitted from the text under consideration. It was unnecessary to insert this provision in the Recommendation, since the matter had been dealt with adequately in the Convention.

338. The Government member of Denmark, speaking on behalf of the Government members of Belgium, Denmark, France, Germany, Greece, Luxembourg, the Netherlands, Portugal and Spain, proposed a subamendment to insert the following new paragraph:

Solely the fact of the refusal to transfer from full-time to part-time work should not constitute grounds for dismissal. This is without prejudice to dismissals for economic, organizational or technical reasons.

She explained that the purpose of the subamendment was to complement the text adopted in the Convention. While she could not accept the amendment submitted by the Workers' members, she expected that this subamendment should meet many of the Employers' concerns. The Government members of Australia, Austria, Canada, Cyprus, Finland, Japan, Malta, New Zealand, Norway, Sweden, Switzerland, Turkey and the United States opposed the amendment submitted by the Workers' members. While the Government member of Canada understood the concerns of the Employers' members, she thought that the last sentence of the subamendment submitted by the Government members of the Member States of the European Communities might meet some of those concerns. The Government member of Norway supported the subamendment. However, the Government members of Cyprus and the United Kingdom, considering that the issue had been dealt with adequately in the Convention, and that at any rate workers were in many countries sufficiently protected from unilateral changes in their conditions of employment, opposed the amendment since it could lead to confusion as regards the protection provided by the Termination of Employment Convention, 1982 (No. 158).

339. The Workers' Vice-Chairperson, accepting the subamendment, pointed out that, while some countries' legislation already gave protection to workers who refused to transfer from full-time to part-time work, the law in many other countries provided no such protection. She noted that the intention of the subamendment was to deal with termination of employment on the grounds of refusal to transfer from full-time to part-time work in the same way as the other grounds for dismissal which were declared by Convention No. 158 not to be valid reasons for termination of employment. She suggested that it might be advisable to use the same terminology as that used in Convention No. 158.

340. The amendment, as subamended, was adopted by a vote of 5,264 in favour and 3,619 against, with 235 abstentions.

341. The Workers' members submitted another amendment to Point 27 to add the following new paragraph:

Measures should be taken to facilitate access to freely chosen part-time jobs at all levels of the enterprise, including skilled and managerial jobs.

The Workers' Vice-Chairperson emphasized the importance of facilitating access to part-time jobs at all levels, and not just at the lowest levels in an establishment, where most part-time workers were concentrated. It had been well established in certain industrialized countries that managerial jobs could be done on a part-time basis. This should be reflected in the Recommendation.

342. The Employers' Vice-Chairperson appreciated the intention behind the proposal and indicated that, with some amendments, the Employers' members could support it. Firstly, "freely chosen" was superfluous in the context of facilitating access to part-time jobs. Secondly, the reference to jobs "at all levels" of the enterprise already included skilled and managerial jobs, but if these were mentioned specifically problems could arise in cases where it was not possible for managerial jobs to be done on a part-time basis. He added that the reference to skilled and managerial jobs was only a partial listing of the types of jobs to which access on a part-time basis might be facilitated. The deletion of those two parts of the amendment would result in a more concise and easily-understood text.

343. The Government member of Denmark, speaking on behalf of Belgium, Denmark, France, Germany, Greece, Italy, Ireland, Luxembourg, Netherlands, Portugal and Spain, proposed a subamendment to reflect that measures to facilitate access to part-time work should be "considered by employers". This emphasized that such decisions were taken in the context of the establishment. The Government member of Canada indicated that her Government and those of Australia, Cyprus and the United States could accept this subamendment. She considered that the Employers' concerns about the reference to skilled and managerial jobs were valid, but noted that this reference was for illustrative purposes and did not impose an obligation: the reference should therefore be retained. The Employers' Vice-Chairperson could accept the subamendment if "where appropriate" were added at the end of the phrase. Although the authors of the original amendment and of the subamendment considered that this weakened the text, they were prepared to accept it. The amendment as subamended was adopted to read:

Measures should be considered by employers to facilitate access to part-time jobs at all levels of the enterprise, including skilled and managerial jobs where appropriate.

344. Point 27 was adopted as amended.

Point 28

345. The Employers' members submitted an amendment to replace the reference to a "right", which they considered inappropriate in the context, by the notion of employers giving consideration to requests by workers to transfer to part-time work and subsequently to return to full-time work in justified cases. The discussion on Point 27 had made it clear that the issue in question was the degree of consideration to be given by employers, rather than the rights of workers. The amendment also placed the issue of transfers to part-time work and the return to full-time work in the context of the needs of the establishment. Finally, it deleted the examples which were given in the Office text, which were not helpful.

346. The Workers' members supported the intent of the Office text, although they had proposed some slight amendments to it. They opposed the amendment. The Workers' Vice-Chairperson emphasized that preferential treatment, and not simply "consideration", was warranted. However, the Workers' members had doubts about the use of the words "in justified cases" and also about the usefulness of the examples included in the Office text. In this context, they sought reassurance from the Office that the proposed text would not undermine existing rights. The representative of the Secretary-General explained that in a number of countries, for example, legislation in accordance with the Maternity Protection Recommendation, 1952 (No. 95), recognized the right of women workers to transfer to a more suitable job: this right would not be affected by the Point under consideration.

347. The Government members of Australia, Austria, Canada, Cyprus, Japan, Malta, New Zealand, Norway, Sweden, Switzerland, Turkey and the United States, pointed out that the proviso "where national or establishment level conditions permit" in the Office text provided a great deal of flexibility. Noting that the examples of justified cases were useful in a period of growing awareness, not only in industrialized countries, of the need to reconcile work with family responsibilities, and pointing out that the text would form part of a Recommendation and would not therefore be binding, they opposed the amendment. The Government member of Denmark, speaking on behalf of Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Portugal, Spain and the United Kingdom, found the text proposed by the Office to be well-balanced and opposed the amendment.

348. The Employers' Vice-Chairperson pointed out that while the Maternity Protection Recommendation gave specific protection to workers concerning transfer to other jobs in the case of pregnancy, this protection did not extend to the other examples listed in Point 28. It would therefore create confusion to link requests for transfer on the grounds of pregnancy with requests based on the need to care for a young child or a disabled or sick dependant. He underlined that "right" was an absolute term, not capable of qualification, and was therefore inappropriate in this context: this concern seemed to have been understood by the Workers' members. He was, however, prepared to subamend the amendment submitted by the Employers' members so as to refer to "preferential consideration".

349. The Workers' members, on the basis of the explanation given by the representative of the Secretary-General, withdrew the amendment which they had submitted to Point 28 and were willing to support the Office's text. The Employers' Vice-Chairperson withdrew the amendment.

350. Point 28 was adopted without change.

Point 29

351. The Workers' members submitted an amendment to delete Point 29, which they considered to be discriminatory against part-time workers and damaging to the general concept of equal treatment for part-time workers. While the Office text had recognized that it would not be appropriate to give part-time workers less weight than full-time workers in relation to occupational health and safety, other obligations should also be treated in the same way. The expectation should be reversed, so that only in exceptional cases would part-time workers not count in full. Far from removing a disincentive to the employment of part-time workers, the Office's text would give employers an incentive not to facilitate the transfer of part-time workers to full-time work. It had not been proven that counting part-time workers on an equal basis with full-time workers constituted a disincentive or barrier to part-time employment in practice. Moreover, no convincing reasons had been given for the need to include such a provision in the Recommendation. The trend in European countries, including for example in the Netherlands, in relation to legislation on works councils, was to consider the deletion of such discriminatory provisions. Given the highly controversial nature of the provision, as well as its lack of precision, it should be deleted.

352. The Employers' Vice-Chairperson, noting that the Committee had already discussed the issues involved in the context of the proposed Convention, pointed out that in many countries in which legal obligations of employers depended on the number of employees, thresholds had been established so as to avoid unduly onerous obligations on small enterprises. These were particularly relevant to part-time work, since many small enterprises, especially in the services sector, employed part-time workers. Counting part-time workers as equal to full-time workers would put these small enterprises at a serious disadvantage and would constitute an impediment to the availability of part-time work. He added that legislation in several countries already provided that part-time workers should be counted proportionately. The Office text allowed governments to make practical decisions based on operational requirements. Nevertheless, in the case of occupational safety and health, it would not be appropriate to give part-time workers less weight.

353. The Government members of Canada, Cyprus, Finland, Malta, New Zealand, Switzerland, Turkey and the United States opposed the amendment. The Government member of Canada recalled that the objective of Point 29, as explained in Report V (2), was to avoid disincentives to part-time work. The Government member of Japan pointed out that such measures were not necessary in all countries. She supported the amendment since it was based on the principle of equality. The Government member of France did not consider that the Office text constituted discrimination against part-time workers, since it was fair and sensible to take working time into account in determining employers' obligations.

354. Put to the vote, the amendment was rejected by 3,901 in favour and 4,982 against, with 188 abstentions.

355. The Government members of the Member States of the European Communities submitted an amendment to replace the word "should" by the word "may" so as to provide an option, in the light of national practice, to give less weight to part-time workers without imposing an obligation to this effect. This was based on some of the same concerns

which lay behind the amendment submitted by the Workers' members.

356. The Employers' members considered that the amendment did not properly reflect their concerns about unduly heavy obligations on small employers and the consequential disincentives to part-time work which might result from counting part-time workers on an equal basis as full-time workers in determining the application of certain obligations to employers. Furthermore, replacement of the word "should" by "may" would mean that the text would no longer constitute a proper recommendation to governments, since "may" did not indicate a preference. The Employers' members therefore opposed the amendment.

357. The Workers' members and the Government members of Antigua and Barbuda, Australia, Austria, Canada, Cyprus, Finland, Japan, Malta, New Zealand, Norway, Sweden, Switzerland, Turkey and the United States, supported the amendment. The amendment was adopted.

358. Point 29 was adopted as amended.

Point 30

359. Amendments submitted by the Government members of Austria and Sweden to delete Point 30 were withdrawn. The Workers' Vice-Chairperson then proposed to respond to all of the remaining amendments which had been submitted to Point 30 by proposing a new text as follows:

Information should be disseminated on the protective measures that apply to part-time work and on practical arrangements for various part-time work schemes.

360. The Employers' Vice-Chairperson agreed with part of the new text, including the deletion of the word "widely" to describe the dissemination of information. In view of the reference in Point 12 as adopted by the Committee to "research and dissemination of information on the degree to which part-time work responds to the economic and social aims of employers and workers", some reference at least to economic and social aspects was necessary. Such a formulation, which was more neutral than a reference to the advantages of part-time work, should not be contentious. Finally, while he could understand why the Workers' members sought to delete a reference to promotional measures, he reminded the Committee that Point 15 referred to "the protective and promotional measures that may be appropriate". There was therefore no basis to delete a comparable reference in Point 30. The new text proposed by the Workers' members would, with the amendments which he had put forward, be consistent with the Committee's previous decisions and would adopt a neutral tone.

361. The Government member of Canada, speaking on behalf of the Government members of Canada, New Zealand and the United States, which had submitted two amendments to Point 30, withdrew these in favour of the new text proposed by the Workers' members. She indicated that the Government members of Australia, Cyprus, Finland, Japan, Malta, Norway, Switzerland and Turkey also supported the new text. However, she could not support the subamendments proposed by the Employers' members, particularly since the Government of Canada did not support references to measures to promote part-time work. She pointed out in this context that Point 15 was directed only at employers, whereas Point 30 was also addressed to governments. The Government members of Belgium, Denmark, France, Germany, Greece, Ireland, Luxembourg, Netherlands, Portugal and Spain also supported the new text proposed by the Workers' members and opposed the subamendments suggested by the Employers' members. The amendment was adopted as subamended.

362. Point 30 was adopted as amended.

Adoption of the Report, Proposed Conclusions and a Resolution

363. At its twelfth sitting, the Committee adopted its Report, subject to the changes requested by its members.

364. At the same sitting, the Committee adopted the Proposed Conclusions as presented at the end of the Report. The Reporter explained that the Drafting Committee had confined itself to making purely linguistic improvements which did not change the meaning of the Conclusions. However, she pointed out that it had modified slightly the wording of Point 10, presented as Point 8 in Report V (2), concerning the basic wages of part-time workers, which had not been clear in the version adopted by the Committee.

365. The Committee also adopted a Resolution to place on the agenda of the next Ordinary Session of the Conference an item entitled "Part-time Work". The proposed Resolution envisaged that this item should be included on the agenda of the Conference "for a second discussion with a view to the adoption of a Convention and a Recommendation concerning part-time work." However, the Employers' Vice-Chairperson recalled the opposition expressed by the Employers' members to the adoption of instruments on part-time work. Although they recognized that progress had been made by the Committee towards the adoption of more flexible texts, they still considered that a Convention and a Recommendation, and particularly a Convention, should not be adopted on part-time work. They therefore proposed to amend the wording of the Resolution by replacing the words "with a view to the adoption" by the more neutral formulation "regarding the proposed adoption". The Workers' Vice-Chairperson pointed out that the first and second Conclusions adopted by the Committee specified that the International Labour Conference should adopt standards on part-time work and that these standards should take the form of a Convention supplemented by a Recommendation. The wording proposed by the Employers' members would be in contradiction to the decisions of the Committee reflected in the those Conclusions. However, in reply to a request by the Workers' members for clarification, the representative of the Secretary-General said that, in his opinion, the wording proposed by the Employers' members would be without prejudice to the decision to be taken by the Committee next year concerning the form of the instruments to be adopted. The Government member of Canada confirmed that, in her view, the proposed wording did not affect the Conclusions adopted by

the Committee. The Government member of Antigua and Barbuda supported the change proposed by the Employers' members, which would make the Resolution more flexible. The Workers' members said that they saw no necessity for the change, particularly in view of the opinions expressed that it would be without prejudice to the decisions of the Committee. However, with a view to maintaining the constructive spirit shown by the Committee throughout its work, they were prepared to accept the change. The Committee adopted the wording proposed by the Employers' members.

366. The Employers' Vice-Chairperson congratulated the Chairperson, the Reporter, the Workers' Vice-Chairperson and the members of the Committee for the positive atmosphere in which the work of the Committee had been carried out. The Workers' Vice-Chairperson associated herself with the words of the previous speaker and hoped that the Committee would continue to work in the same constructive and cooperative manner during the second discussion of the item. The Government member of Canada, as well as the Government member of Denmark, speaking on behalf of the Government members of the Member States of the European Communities, thanked the members of the Committee for the way in which they had contributed to the positive and friendly atmosphere which had laid a good foundation for the second discussion of the item. All the above speakers praised the efficient manner in which the representative of the Secretary-General and his staff had supported the work of the Committee. Finally, the Chairperson thanked all the members of the Committee for the manner in which they had assisted him in his task of ensuring the smooth running of the Committee.

367. The Report of the Committee, the Proposed Conclusions and the Resolution to place on the agenda of the next Ordinary Session of the Conference an item entitled "Part-time work" are submitted for consideration.

Geneva, 18 June 1993.

(Signed) Mr. M. ROOD
Chairperson

Mrs. L. SAMUEL
Reporter

Proposed conclusions

A. FORM OF THE INSTRUMENTS

1. The International Labour Conference should adopt standards on part-time work.

2. These standards should take the form of a Convention supplemented by a Recommendation.

B. PREAMBLE

3. The Preamble should take note of the relevance, for part-time workers, of the provisions of the Equal Remuneration Convention, 1951, the Discrimination (Employment and Occupation) Convention, 1958, the Workers with Family Responsibilities Convention, 1981, the Employment Policy (Supplementary Provisions) Recommendation, 1984, and the Employment Promotion and Protection against Unemployment Convention, 1988.

4. The Preamble should recognise the importance of productive and freely chosen employment for all workers, the economic importance of part-time work and the need to ensure protection for part-time workers in the areas of working conditions, access to employment and social security.

C. DEFINITION AND MEANS OF APPLICATION

5. (1) For the purposes of these standards:

(a) the term "part-time worker" should mean an employed person whose normal hours of work are less than the normal hours of work of comparable full-time workers;

(b) the normal hours of work referred to in clause (a) may be weekly or calculated on average over a given period of employment;

(c) the term "comparable full-time workers" refers to full-time workers:

  (i) in the establishment or branch of activity concerned;

  (ii) with the same type of employment relationship as the part-time worker concerned and the same or a similar type of work or occupation.

(2) The definition of "part-time worker" should not apply to full-time workers affected by partial unemployment, that is a collective and temporary reduction in normal hours of work for economic, technical or structural reasons.

6. The standards should not affect more favourable provisions applicable to part-time workers under other international labour Conventions.

7. The standards should be applied by laws or regulations, except in so far as effect is given to them by means of collective agreements or in any other manner consistent with national practice. The most representative organizations of employers and workers should be consulted before any such laws or regulations are adopted.

D. PROPOSED CONCLUSIONS WITH A VIEW TO A CONVENTION

8. (1) The Convention should apply to all part-time workers, provided that a Member may, after consulting the representative organizations of employers and workers concerned, exclude wholly or partly from its scope particular categories of workers or of establishments when its application to them would raise particular problems of a substantial nature.

(2) Each Member having ratified the Convention which avails itself of the possibility afforded in the preceding paragraph should, in its reports on the application of the Convention under article 22 of the Constitution of the International Labour Organization, indicate any particular category of workers or

of establishments thus excluded and the reasons why this exclusion was or is still judged necessary.

9. Measures should be taken to ensure that part-time workers receive the same protection accorded to comparable full-time workers in respect of:

(a) the right to organize, to bargain collectively and to act as workers' representatives;

(b) occupational safety and health;

(c) discrimination in employment and occupation.

10. Measures appropriate to national law and practice should be taken to ensure that part-time workers do not, solely because they work part-time, receive a basic wage which is lower than the basic wage of comparable full-time workers, calculated proportionately.

11. Statutory social security schemes which are based on occupational activity should be adapted to the occupational circumstances of part-time workers so that these workers enjoy equivalent conditions to those of comparable full-time workers. Where appropriate, these conditions may be determined by reference to hours of work, contributions or earnings.

12. Measures should be taken to ensure that part-time workers receive equivalent conditions to those of comparable full-time workers in the fields of:

(a) maternity protection;

(b) termination of employment;

(c) paid annual leave and paid public holidays,

it being understood that pecuniary entitlements might be determined in proportion to hours of work or earnings.

13. (1) A Member may exclude from the scope of any of the schemes referred to under Point 11, except those providing employment injury benefits, and of any of the measures taken in the fields mentioned under Point 12, part-time workers whose earnings or hours of work are below specified thresholds, which should be sufficiently low not to exclude an unduly large percentage of part-time workers.

(2) A Member which avails itself of the possibility in paragraph (1) above should:

(a) periodically review the thresholds in force;

(b) in its reports on the application of the Convention under article 22 of the Constitution of the International Labour Organization, indicate the thresholds in force, the reasons therefor and whether consideration is being given to the progressive extension of protection to the workers excluded.

(3) The most representative organizations of employers and workers should be consulted on the establishment, review or revision of the thresholds referred to in paragraph (1).

14. (1) Measures should be taken to facilitate access to productive and freely chosen part-time work which meets the needs of both employers and workers, provided that the protection referred to in Points 9 to 12 above is ensured.

(2) These measures should include:

(a) the review of laws and regulations that may prevent or discourage recourse to or acceptance of part-time work;

(b) the use of employment services, where they exist, to identify and publicize possibilities for part-time work in their information and placement activities;

(c) special attention, in employment policies, to the needs and preferences of specific groups such as the unemployed, workers with family responsibilities, older workers, workers with disabilities and workers undergoing education or training.

(3) These measures may also include research and dissemination of information on the degree to which part-time work responds to the economic and social aims of employers and workers.

15. Where appropriate, measures should be taken to ensure that transfer from full-time to part-time work or vice versa is freely chosen, in accordance with national law and practice and the operational requirements of the establishment concerned.

E. PROPOSED CONCLUSIONS WITH A VIEW TO A RECOMMENDATION

16. The Recommendation should apply to all part-time workers.

17. The provisions of the Recommendation should be considered in conjunction with those of the Convention.

18. In accordance with national law and practice, employers should consult the representatives of the workers concerned on the general introduction or extension of part-time work, on the rules and procedures applying to it and on the protective and promotional measures that may be appropriate.

19. Part-time workers should be informed of their specific conditions of employment in writing or by any other means consistent with national law and practice.

20. The adaptations to be made in accordance with Point 11 above to statutory social security schemes which are based on occupational activity should aim at:

(a) if appropriate, progressively reducing threshold requirements based on earnings or hours of work as a condition for coverage by these schemes;

(b) applying minimum and flat-rate benefits as appropriate to part-time workers, in particular old-age benefits, invalidity benefits, maternity benefits and family allowances;

(c) accepting in principle that part-time workers whose employment has come to an end or been suspended and who are seeking only part-time employment meet the condition of availability for work required for the payment of unemployment benefits;

(d) reducing the risk that part-time workers may be penalized by schemes which:

   (i) subject the right to benefits to a qualifying period, expressed in terms of periods of contribution, of insurance or of employment during a given period of reference; or

(ii) fix the amount of benefits by reference both to an average of former earnings and to the length of the periods of contribution, of insurance or of employment.

21. (1) Threshold requirements for access to coverage under private occupational schemes which supplement or replace the statutory social security schemes should be progressively reduced to allow part-time workers to be covered as widely as possible.

(2) Part-time workers should be protected by such schemes under conditions equivalent to those of comparable full-time workers. Where appropriate, these conditions may be determined in proportion to hours of work or contributions.

22. (1) As appropriate, the threshold requirements based on earnings or hours of work as a condition for coverage by the protective laws and regulations in the fields referred to in Point 12 above should be progressively reduced.

(2) The periods of service required as a condition for protection in the fields covered by Point 12 above should not be longer for part-time workers than for comparable full-time workers.

23. Part-time workers should benefit on an equitable basis from financial compensation, additional to basic wages, which is received by comparable full-time workers.

24. All appropriate measures should be taken to ensure that as far as practicable part-time workers have access on an equitable basis to the welfare facilities and social services of the establishment concerned.

25. (1) The number and scheduling of hours of work of part-time workers should be established taking into account the interests of the workers as well as the needs of the establishment.

(2) As far as possible, changes in the agreed work schedule and work beyond scheduled hours should be subject to restrictions and to prior notice.

(3) The system of compensation for work beyond the agreed work schedule should be negotiated between the employer and the workers or their representatives, in accordance with national law and practice.

26. In accordance with national law and practice, part-time workers should have access on an equitable basis to all forms of leave available to comparable full-time workers, in particular paid educational leave, parental leave and leave in cases of illness of a child or another member of the worker's immediate family.

27. Where appropriate, the same rules should apply to part-time workers as to comparable full-time workers with respect to scheduling of annual leave and work on customary rest days and public holidays.

28. Where practicable, appropriate measures should be taken to overcome specific constraints on the access of part-time workers to training, career opportunities and occupational mobility.

29. Provisions of statutory social security schemes based on occupational activity that may discourage recourse to or acceptance of part-time work should be adapted, in particular those which:

(a) result in proportionately higher contributions for part-time workers;

(b) excessively reduce the unemployment insurance benefits of unemployed workers who temporarily accept part-time work;

(c) overemphasize, in the calculation of old-age benefits, the reduced income from part-time work undertaken solely during the period preceding retirement.

30. Measures should be considered by employers to facilitate access to part-time work at all levels of the enterprise, including skilled and managerial positions where appropriate.

31. (1) Where appropriate, consideration should be given by employers to:

(a) requests by workers for transfer from full-time to part-time work that becomes available with the same employer; and

(b) requests by workers for transfer from part-time to full-time work that becomes available with the same employer.

(2) Employers should provide timely information to the workers on the availability of part-time and full-time positions within the establishment concerned in order to facilitate transfers from full-time to part-time work and vice versa.

32. Without prejudice to the possibility of dismissal for economic, organizational or technical reasons, refusal to transfer from full-time to part-time work should not in itself constitute grounds for dismissal.

33. Where national or establishment-level conditions permit, workers should be given the right to transfer to part-time work and subsequently to return to full-time work in justified cases, such as pregnancy or the need to care for a young child or a disabled or sick dependant.

34. Where obligations on employers depend on the number of their employees, part-time workers may be given less weight than full-time workers, unless this would not be appropriate, for example for reasons of occupational safety and health.

35. Information should be disseminated on the protective measures that apply to part-time work, and on practical arrangements for various part-time work schemes.

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Part-time work"

The General Conference of the International Labour Organization,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Convention and a Recommendation concerning part-time work:

Decides that an item entitled "Part-time work" shall be included in the agenda of its next ordinary session for a second discussion regarding the proposed adoption of a Convention and a Recommendation concerning part-time work.

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PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

28

Twenty-fifth sitting

Monday, 21 June 1993, 10.15 a.m.

Presidents: Mr. Abdel-Hak and Mr. Gray

REPORT OF THE COMMITTEE ON THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS: SUBMISSION, DISCUSSION AND ADOPTION

Original Arabic: The PRESIDENT – Our agenda starts with the adoption of the report of the Committee on the Prevention of Major Industrial Accidents. The report contains a summary of the Committee's discussions, a proposed Convention and a proposed Recommendation concerning the prevention of major industrial accidents, as well as a resolution concerning exposure to and safety in the use of biological agents at work.

I invite the officers of the Committee to come to the rostrum: the Chairman, Mr. Simanjuntak, Government member, Indonesia; the Employers' Vice-Chairman, Mr. Campbell, Employers' member, United Kingdom; the Workers' Vice-Chairwoman, Ms. Mayman, Workers' member, Australia; and the Reporter, Mr. Seymour, Government member, United States.

I give the floor to Mr. Seymour, to submit the report.

Mr. SEYMOUR *(Government member, United States; Reporter of the Committee on the Prevention of Major Industrial Accidents)* – First, I should like to take this opportunity to congratulate the President on his unanimous election and able leadership as President of this important 80th Session of the Conference.

This morning I am pleased to submit to the International Labour Conference the report of the Committee on the Prevention of Major Industrial Accidents. The report, which can be found in *Provisional Record* No. 23, covers the proceedings of the meetings which, on the basis of a second discussion, have led to the proposed Convention, the proposed Recommendation and a Committee resolution on biological hazards.

Our Committee held 12 sittings and examined 103 amendments. Many of these amendments required long hours of deliberations, careful analysis and the establishment of several working groups, and had far-reaching effects on the final text. I must stress, however, that the discussion in the Committee clearly demonstrated a spirit of shared concern for the protection of workers, the public and the environment against the risk of major industrial accidents. As a result, the Committee was able to arrive at a consensus or an acceptable compromise on a vast majority of the issues. Voting was required on several occasions. Some of the most significant developments during the Committee proceedings this year included the transfer of a provision concerning lessons learned from "near misses" from the requirement under accident reporting to that on the arrangements at the level of installations; notifications to the competent authority before a permanent closure of a major hazard installation; and the right of the competent authority to suspend any operation that poses an imminent threat of a major accident. Another modification relates to the provision of information where transboundary effects are of concern.

Our task in the Committee was facilitated by previous ILO action, including the Conventions and Recommendations listed in the Preamble to the proposed Convention, and the *Code of Practice on the Prevention of Major Industrial Accidents*. The Committee also had the use of Reports IV(2A) and IV (2B) prepared by the Office subsequent to our first discussion in June 1992.

The first section of the proposed Convention – "Scope and definitions" – refers to the purpose of the instrument, states that it applies to major hazard installations and refers to the need for exclusion from its application of nuclear installations other than those systems which do not contain radioactive materials, military installations and transport outside the site of installations other than by pipeline, and the need for allowing progressive implementation. The definitions of the terms "hazardous substance", "major accident" and "near miss" have been improved.

The second section, entitled "General principles", calls for the formulation, implementation and periodic review of a coherent national policy for the protection of workers, the public and the environment against the risk of major hazard installations.

There is also a section entitled "Responsibilities of employers", which addresses the identification of major hazard installations, the notification to competent authorities of such installations, arrangements at the level of the installation, the development of on-site emergency plans, major accident reporting, and the preparation and updating of a safety report.

The section entitled "Responsibilities of competent authorities" covers the preparation of emergency plans outside the major hazard installation site, the siting of major hazard installations, the inspection of such installations, as well as the importance of the competent authority having a qualified staff. The instrument concludes with two sections on the "Rights and duties of workers and their representatives", and the "Responsibility of exporting States".

The proposed Recommendation provides guidance on how to transpose the principles of the Convention into a suitable legislation. As a result, the Recommendation contains more detailed provisions which could be included in such national legislation. More specifically, the proposed Recommendation provides that the ILO, in cooperation with other relevant international, intergovernmental, and non-governmental organizations, should arrange for an international exchange of information on good safety practices, major accidents, lessons learned from near misses, and effective procedures used by competent authorities. It also provides that the implementation of the provisions of the Convention should, as appropriate, be guided by the ILO Code of practice on the Prevention of major industrial accidents, published in 1991.

The Recommendation also provides guidance for the development of national policies on addressing hazards and risks of industrial sectors excluded from the scope of the Convention. There is a further provision which calls upon member States to encourage the establishment of systems to compensate workers of a major accident as quickly as possible after the event and address the effects on the public and the environment.

There is also a provision calling on national and multinational enterprises to provide safety measures relating to the prevention of major accidents in all of their establishments, regardless of where they are located.

A resolution has been prepared by the Committee, as the members noted the urgent need to address the issue of the exposure to and the safety in the use of biological agents at work. The proposed instruments address the prevention of major accidents involving one or more hazardous substances, and the Committee noted the special nature of biological agents, which may require safeguards not appropriate to the provisions of the Convention and Recommendation deliberated last year and this year. The resolution thus invites the Governing Body to request the Director-General to take steps to address the question of biological risks at work and to consider the need for new international instruments in order to minimize these risks.

I am pleased to say that our deliberations and activities were greatly facilitated by the able guidance and good humour of our Chairman, Dr. Simanjuntak; thanks to him and to the tripartite approach that prevailed, the final text of the proposed Convention and Recommendation, as well as that of the resolution were adopted in a remarkable spirit of cooperation.

Our equally able Vice-Chairpersons, Mr. Campbell for the Employers' group, and Ms. Mayman for the Workers' group, in addition to being professionals, shared a strong sense of concern and responsibility for the goals and objectives of the Committee's work. They also demonstrated creativity in the development of solutions to key issues. The delegates, who considered 103 amendments and the development of this Report, are commended for their excellent work.

I would like to acknowledge the work of those who served on the Drafting Committee. All have earned a well-deserved word of thanks, and should be well pleased with the excellent documents they provided the Committee for adoption.

In concluding my remarks on the report, I would like to express the gratitude of our Committee members for the excellent help and assistance we received at all times from the representative of the Secretary-General, Dr. Kogi, and his team of experts, secretaries, translators, clerks, typists and all others, who so ably carried out their tasks and were available at all times to respond to our wishes with good humour and efficiency. In my opinion, their hard work helped bring the activities of our Committee to a very successful adoption of a proposed Convention and Recommendation, as well as a resolution. We know that Dr. Kogi plans to retire this summer, and we would want him to know that he is greatly respected and appreciated by the Committee. We know that the ILO will miss his able service, but we wish him the very best in his future endeavours.

In summary, it gives me great pleasure to submit and recommend the adoption of the report of the Committee on the Prevention of Major Industrial Accidents, and the texts of the proposed Convention and Recommendation on this subject, and the resolution concerning the exposure to and safety in the use of biological agents at work, to the 80th Session of the International Labour Conference.

Mr. CAMPBELL *(Employers' member, United Kingdom; Vice-Chairman of the Committee on the Prevention of Major Industrial Accidents)* – On behalf of the Employers' group of the Committee on the Prevention of Industrial Accidents, I endorse the Committee's report.

The objective of the Convention is to prevent major accidents. The fundamental requirement is to establish a national policy and to have a systematic approach to put that policy into effective practice. This Convention sets out the duty to define and identify major hazard installations. It sets out the duties to assess the likelihood of harm to people and the environment from major hazard installations, and the matters that must be taken into account in making that assessment. It requires a report to be made which shares between employers, government competent authorities and workers the technical, organizational and other measures necessary to prevent major accidents and to mitigate their consequences. This Convention identifies the importance of planning in the relationship between local communities and major hazard installations, the importance of emergency plans both on and off site, and the importance of the competency of the staff of competent authorities. This Convention gives us a blinding flash of the obvious. Employers and workers must communicate freely and openly and must have a common goal in preventing major accidents, and must work as a team, always alert, always vigilant, always dedicated and always caring. This Convention is short and simple, focuses on major accidents, gives due regard to the differences in the levels and conditions of development in the various countries and, above all, is flexible in recognizing that equivalent protection is obtained by other national standards relevant to the prevention of major accidents.

The vital element of this Convention is that it is built on trust. Trust that competent authorities will reserve their powers: power to suspend any operation which poses an imminent threat of a major accident must be reserved within competency and only exercised through properly qualified and trained staff able to recognize and justify to others where imminent threat of a major accident exists. Trust that the competent authorities will recognize and avoid the potential bureaucratic web which could enmesh and strangle the operation of pipelines, one of the safest means of transporting certain hazardous substances. Trust that employers will build strong cooperative mechanisms to consult with workers and their representatives and that in return workers and their representatives will exercise their right with mature responsibility.

Building the key elements of successful major accidents- prevention policy, organizing, planning and measuring performance, all require a positive culture which secures involvement, participation and trust at all levels. This cannot be achieved overnight. This Convention is an invaluable step in the process and I commend our Convention to you to approve.

The proposed Convention is supported by a Recommendation. A Recommendation is an important instrument. Article 19, paragraph 6, of your Constitution says it is an important instrument, and yet in tripartite discussion I have heard workers being supported by Government delegates after suggesting that Recommendations be ignored with impunity. I have heard the Recommendation become, no longer an instrument of worth, but a receptacle for expressions of emotional humanitarian guilt, a receptacle for lists of good works, a receptacle for tired or frustrated committees to reproduce matters already discarded and none of them relevant to the Convention. Fortunately our Recommendation includes reference to the guiding light of the ILO Code of practice on the Prevention of major industrial accidents, 1991, and although this light is diminished by its companion references, references which I was led to believe by my tripartite colleagues have no legal status and may be ignored or discarded, it is the only light which gives strength to the Convention and by which I can recommend you to approve our Recommendation supporting this Convention. In doing so I recommend you, delegates of the ILO, to guard your Recommendations. Do not let them become worthless instruments which detract and decoy and confuse and in so doing diminish the strength of the Convention, leading to non-ratification

The proposed Convention and Recommendation are accompanied by a resolution. This resolution is made with regard to biological organisms. The resolution expresses the individual and collective fear of the technical Committee, a fear of the unknown, a fear fed on ignorance. The resolution suggests the ILO should set out to dispel this fear by seeking expert guidance to identify and consider the hazard. Only when that has been done can the need for further action be determined.

As a technical adviser, fleetingly thrust into the honour of Vice-Chairman of this technical Committee as part of this distinguished Organization, I offer the following comments which may contribute to the process of continuous improvement to which the ILO must subscribe if it is to survive.

In the welter of congratulations to the ILO staff and Organization for the success of this Conference, I have heard not much thought for the input and contribution of the many delegates and technical advisers who contribute the real input into this Conference, at a manhour cost I do not see reflected in the budget, and who pay an attention to costs and overheads and waste I do not always see reflected here at the ILO. The Conference could produce nothing of value without these people.

In my experience the rank-and-file of employees at all levels of work in the industry I was brought up in do not know what the ILO stands for, what achievements it has made, what it has done for them. The people I tell about the ILO are critical about our Government supporting an Organization about which they know nothing and yet provide for by their taxes. The ILO must consider what programmes of cooperation will produce the much needed workplaces of tomorrow, where their achievements can be talked about. These programmes need to be openly discussed as ILO programmes before a wider audience of people. It is argued to me that the ILO only advises and affects the life of employees through national governments and so it does not need to market itself. I am reminded of the story of the schoolgirl who was asked to write a résumé of the life of Socrates. She wrote "Socrates was a philosopher; Socrates advised the people; the people killed Socrates".

In conclusion, I have to say that this proposed Convention on the prevention of major accidents needs to be adopted so that the standards can be applied worldwide. Technically, it represents what much of the industry does or is required to do already. Do not vote against it tomorrow.

Original Arabic: The PRESIDENT – I should like to express my appreciation to all the members of the Committee for their extremely important efforts.

Ms. MAYMAN *(Workers' member, Australia; Vice-Chairwoman of the Committee on the Prevention of Major Industrial Accidents)* – At the conclusion of the 79th Session of the International Labour Conference in 1992, a report was adopted, providing a comprehensive and coherent basis for discussion on the prevention of major industrial accidents at the 80th Session this year. The aims of that document remain unchanged and firm. The primary aim of the document is to prevent major industrial accidents on a basis which is worldwide. Its secondary aims are to minimize the risks associated with major industrial accidents and to minimize the impact on workers, the public and the environment of such events. On behalf of the Workers, I am very pleased to be here this morning reporting on the consideration of a proposed Convention and Recommendation.

The Workers' Vice-Chairman in 1992 – and we pay tribute to Peter Aro – stated in his address to the 79th Session that there were three matters that needed to be addressed in 1993. Those three issues were important to Workers and they were, firstly, to delete the exemption clauses from the document as it existed then so that there were no industries exempted from a policy that would prevent major industrial accidents. The second concern of the Workers was to insert in the Convention the "polluter pays" principle, and their third concern was to address the question of biological hazards.

In relation to the discussion and the proposed Convention and Recommendation that are before this session, we have a document which now inserts in the Recommendation a request to the governments of member States to consider, by way of guidelines, implementing the principles of the Convention in those areas which are currently excluded. In relation to biological hazards, we have before us a resolution which seeks to address, in future ILO discussions, the question of exposure associated with working alongside biological hazards. In relation to the "polluter pays" principle and the question of compensating those workers who are affected by major industrial accidents, we have a Recommendation which once again offers guidance to the proposed Convention before us.

I wish to pay tribute on behalf of the Workers to the role played by developing countries in this 1993 session. It was those countries' role that preserved the responsibility of exporting member States to make available information on prohibited substances or processes being imported by member States. That was a crucial role and the Workers thank those developing countries, in particular Government representatives from those countries, for playing it.

A link was clearly established in 1992 between workers, the public and the environment in relation to prevention. That was a link recognized in the Director-General's Report in 1990 on the *Environment and the world of work*. That link was further extended in the 1993 discussions and is crucial to the ongoing work of the ILO, particularly as it relates to the prevention of major industrial accidents.

I might express a view on behalf of the Workers that the overall document is constructive and practical. It addresses the interests of industry and in particular the human resources within those industries. It addresses, in terms of the Recommendation, the documents that can be used by member States, Employers and Workers, that is to say the Code of Practice, to ensure that the proposed Convention submitted to this body for adoption is ratified in an appropriate manner by member States.

We also pay tribute – that is the Workers – to the meeting, which we believe was held in an atmosphere of tripartite consensus.

I thank Dr. Simanjuntak for his work of the Reporter, Mr. Seymour, and the secretariat. My special thanks also to those who have been active in the Workers' group in their various countries, either within those countries, or at this year's or last year's Conference. I want to thank the participants from all developing countries who have made this a truly and genuinely global exercise. And, on behalf of the Workers from all member States present today, I make a positive appeal to this Conference to adopt resoundingly this Convention and Recommendation tomorrow and encourage member States to engage in the ratification process, ensuring that there are no further major industrial accidents in our world.

Mr. SIMANJUNTAK *(Government member, Indonesia; Chairman of the Committee on the Prevention of Major Industrial Accidents)* – I too should like first of all to congratulate the President and the three Vice-Presidents on their election to chair this important session of the Conference.

As Chairman of the Committee on the Prevention of Major Industrial Accidents and on behalf of all its members, I should like to express our appreciation to the International Labour Conference for having placed for the second time the discussion of the prevention of major industrial accidents on the Conference agenda.

The importance of discussing this item has been reaffirmed by the unfortunate occurrence of major industrial accidents which continue to make headlines the world over. The key role of the ILO in strengthening the efforts of member States to prevent of such tragedies is therefore clear. The ILO has intensified its efforts in the field of the prevention and control of major industrial accidents, especially since the terrible industrial disaster which occurred in 1984 in Bhopal.

In this regard I recall the resolution adopted by the 1985 International Labour Conference concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry. In response to that resolution, the ILO has embarked on a series of initiatives to promote programmes for the prevention of industrial disasters, including the development of a Code of Practice on the Prevention of Major Industrial Accidents and a training manual on major hazard control, as well as technical cooperation activities with several member States to help establish national major hazard control systems.

I believe that many member States of the ILO have also taken note both of the complexity of the task of preventing industrial disasters and of the usefulness of a unified approach embodying both national and international experience. But despite this growing awareness, several major industrial accidents involving chemical substances have occurred during the last few years both in industrialized and industrially developing countries. There is now an urgent need to establish national systems for the prevention of major industrial accidents in all member States where there is a potential for such accidents.

In the last two weeks, the Committee has discussed in detail the conclusions reached by the Committee on the Prevention of Industrial Disasters at the 79th Session in 1992. In the course of its discussions, the Committee members presented and discussed additional forceful arguments on matters of real substance. As a group consisting of learned experts from different environments, backgrounds and cultures, we were able this year to achieve our goals within the framework of tripartism and in a spirit of cooperation, goodwill and consultation. I am happy to report to the Conference that the Committee has adopted the proposed Convention and Recommendation on the subject as well as a resolution concerning exposure to, and the safe use of, biological agents at work. These two instruments constitute a landmark in the history of the prevention of major industrial accidents and are unique in placing special emphasis on the necessary organizational measures and on working arrangements at national level.

It should also be noted that these instruments have been structured so as to provide the much needed flexibility that would enable member States who ratify them to apply the appropriate practical measures in accordance with national laws and practices. They are therefore strongly recommended for adoption by the Conference and for their eventual speedy ratification by member States.

My task as Chairman of the Committee would have been impossible to accomplish without the support and cooperation I have enjoyed from all the officers and members of the Committee. My particular thanks go to the Government members, both as individuals and groups, for their skill in making their vast professional knowledge of the subject available to the Committee. Particular thanks also go to the

Vice-Chairpersons and to the Employers' and Workers' members of the Committee. The Employers' member Vice-Chairpersons Mr. Campbell was able to use his expertise and that of his members to the benefit of the Committee.

Similarly, the ever resourceful Workers' member Vice-Chairperson Ms. Mayman made many significant contributions to the work of the Committee, by effectively making available the expert knowledge of her group. On several occasions, working parties were formed to assist the groups in their discussions of the Committee's work. I would also like to thank all the members of the working parties for their unstinting efforts to reach consensus on matters of common concern to the three groups of the Committee, and to express my appreciation to our Reporter Mr. T. Seymour and to the members of the Committee Drafting Committee for their hard work. He spared no effort in applying his expert knowledge to produce an accurate record of our work. This speech would be incomplete without paying a special tribute to the Conference's Secretary-General and his representative Dr. Kogi, who has merited our appreciation in the last term of his service in this Office. I should also thank Dr. Kogi's team of experts, secretaries, translators and clerks, as well as the other staff who assisted them. They represent the moving spirit behind whatever may have been achieved since the ILO started a series of initiatives after the Bhopal disaster.

In conclusion I would like to call on the Conference to endorse the Report and the proposed Convention and Recommendation, and to give its full support to the proposed resolutions as part of its continuing effort to prevent industrial accidents and mitigate their consequences worldwide. Thank you.

Mr. HOODA *(Labour Minister, State Government of Haryana, India)* – May I join the earlier speakers in extending to the President my warm felicitations on his election. Under his able guidance the proceedings of this Conference are being carried out smoothly. I also extend my congratulations to the Vice-Presidents and take this opportunity to extend my felicitations to Mr. Michel Hansenne on his unanimous re-election as Director-General.

I am sure the delegates will agree that the selection of agenda items for discussion during this session of the Conference is very appropriate and significant in the present international context. Matters relating to the application of ILO Conventions, technical cooperation between member States and the Director-General's Report on social insurance and social protection are very vital and have received the attention they richly deserve in the various committees of the Conference.

The proposed Convention on the Prevention of Major Industrial Accidents is a very important matter under consideration before the Conference. This subject directly affects all nations which have embarked upon industrialization as a means of securing economic growth and improving the quality of life of their peoples. It is of particular relevance to us in India in the light of the unique and tragic experience of the Bhopal disaster and its after-effects. I am sure that the delegates will agree with me that a major industrial disaster of the type which we encountered in Bhopal affects not only the workers but the community at large, and that the consequential disruptions extend far beyond the boundaries of industrial or occupational safety. The environment itself is a potential – and many times actual – victim in the case of major industrial accidents. The most dedicated and efficient relief and rehabilitation measures adopted after the accident cannot ever mitigate the various types of losses suffered in their entirety.

What is needed in the present context is an ingrained culture of industrial safety consciousness at all levels, at all times. The consciousness of safety has to be at the shop-floor level, in management practices, and in the administrative and legislative support systems. Thus, it may be appreciated that achievement of this paramount objective of avoidance of industrial accidents through the active and continued participation of all three social partners, namely the workers, the employers and the government, is essential to ensure a reasonable level of safety, not only immediately at the workplace, but also in the overall environment.

While adequate training in safety measures for the workers is vital, it is equally important to ensure management practices which place the very highest priority on systemic avoidance of major industrial accidents. This avoidance is possible through the adoption of processes which minimize the risk of failure of preventive mechanisms.

It is possible to build a safe environment at the workplace through a system of rigorous training, retraining, inspections, reporting and feedback, followed up by continuous and alert monitoring of all safety systems. To consolidate this environment, however, it is essential that appropriately updated information be readily available on all aspects of potentially hazardous events and locations. Also, this information must be available to all those who are concerned in the prevention of accidents. In the absence of such freely available, timely and accurate information, preventive systems run the risk of becoming static and incapable of dealing with the situation should an accident take place. It is in this context that India has stressed the need for each member State to formulate and implement a non-discriminatory policy on safety for both imported and exported hazardous substances, and to freely share information relating to the hazardous substances with their counterparts. This should include information on the nature and reasons for the prohibition of hazardous substances that are being exported.

My delegation welcomes and supports the report of the Committee on the Prevention of Major Industrial Accidents, which has taken into consideration all relevant aspects of the subject. A Convention on the subject will, in addition to highlighting the emphasis that the ILO places on this matter, serve as a framework for streamlining preventive measures by the member States. It will further act as a guide to individual States in modifying suitably their policies to ensure that they do not have to face the consequences of a major accident.

I conclude by expressing the hope that the important decisions arrived at in this Conference are acted upon by the member States in an expeditious and effective manner.

Mr. SCHALLER *(Employers' adviser, United States)* – The tripartite Committee on the Prevention of Major Industrial Accidents has, over the past two sessions of the Conference, sought to produce a practical instrument based upon proven principles and practices. Where the Committee adhered to these principles and practices, the proposed Convention and Recommendation we are to vote on tomorrow provide a sound basis upon which a member State can build an effective programme.

Unfortunately, however, some operational provisions of the proposed Convention, as well as the content of the proposed Recommendation, may prevent ratification by some member States. A major issue is the inclusion, as Article 19, of a provision which gives the competent authority the power to suspend any operation which in his judgement poses an imminent threat of a major accident. No provision is made for judicial protection against arbitrary or ill-advised exercise of this power as is provided in United States law.

The United States Employers' delegation believes this proposed Convention could provide valuable guidance and incentives to the member States which can ratify it. We hope that many can. But because of Article 19, we doubt that it could be ratified by the United States. Therefore, the United States Employers' delegation will abstain in tomorrow's vote.

Original French: Mr. ELMIGER *(Government delegate, Switzerland)* – I have the honour of representing the Swiss Government delegation and I would like to make a few comments before this august assembly in connection with the report and the proposed instruments before us today.

I would first of all like to say that the Government delegation of Switzerland accepts the report and the spirit and the contents in general of the proposed instruments.

The Government delegation of Switzerland would like to express its congratulations to the Chairman, the Vice-Chairmen and all the members of the Committee for the quality of the work undertaken and brought to such a successful conclusion. However, the Government delegation of Switzerland would like to make a reservation in connection with what is to be found in paragraph 46 of the report. This is the concept of consultation of the workers or their representatives. This concept poses problems under Swiss law which at this stage has not yet incorporated this concept of representation of workers within the framework of consultations. Of course the social partners may within the framework of collective agreements agree on such a process but as long as our legislation has a gap in this respect we will have difficulties in accepting provisions of an international instrument which refer to the principle of consultation of the workers. That is why I would like to repeat here that our reservation extends to all the provisions of the two instruments which are before us and which refer to the concept of consultation of the workers. I would immediately like to say that this reservation does not prejudge in any way the vote of the Government delegation tomorrow during the adoption of the proposed instruments.

Finally, I would like to make a brief comment concerning the problem of the responsibility of exporting States as set out in the last Article of the proposed Convention. This could lead to difficulties for the Government delegation of Switzerland, as was already the case with other international instruments adopted in recent years in this Organization. Why? It so happens that this problem of the responsibility of exporting States does not concern the relevant provisions under labour law for the protection of workers, but is rather a question of exports and commercial policy. That is why, without prejudging matters in any way, I also wish to make a formal reservation by my delegation on this point.

As regards these two reservations, it is clear that the Swiss delegation will carry out all the necessary detailed analyses in the light of its legislation, policies and existing practices so as to ascertain whether, when the time is right, a ratification of the proposed instruments might be envisaged.

Ms. ADLER *(Government delegate, Denmark)* – On behalf of the Government members of the member States of the European Community, I would like first to express our hope that the proposed Convention and Recommendation concerning the prevention of major industrial accidents will be adopted.

We believe that the prevention of major industrial accidents is a very important issue for the protection of health and safety of workers, the public and the environment. The ILO with its tripartite structure is the appropriate forum in which to work towards achieving the goals of the proposed instruments that will now have a worldwide scope.

It is for these reasons that the member States of the European Community have participated constructively and will vote in favour of adoption. We sincerely hope that the impact of the work carried out here at Geneva will help to prevent major industrial accidents in the future and in drawing up related strategies.

I would like to stress further that mutual assistance, cooperation and the exchange of information is absolutely essential to achieve the goals of these proposed instruments. Such work already takes place bilaterally as well as multilaterally. For example, we could mention the work done within the framework of the United Nations ECE Convention on transboundary effects of industrial accidents. Based on the experience we have gained from the adoption of similar regulations at Community level, the European Community may provide assistance to ILO member States with regard to the implementation of these proposed instruments.

In closing, I would like to join those who have already thanked the Officers of Conference and all the members of the Committee who have participated in the preparatory work. In particular, I would like to congratulate the Chairman of the Committee on the Prevention of Industrial Accidents, Mr. Simanjuntak, for ensuring balanced debates, the two Vice-Chairpersons: Mr. Campbell and Ms. Mayman for their contributions, as well as the ILO Secretariat for its assistance.

Original Arabic: The PRESIDENT – We move on now to the adoption of the report, paragraphs 1 to 150. Can I take it that the report is adopted, with the reservations expressed by the Government delegates of the United States and of Switzerland?

(The report is adopted, paragraphs 1 to 150.)

PROPOSED CONVENTION CONCERNING THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS: ADOPTION

Original Arabic: The PRESIDENT – We move on now to the adoption of the proposed Convention concerning the prevention of major industrial accidents. I submit the Preamble for your approval. If there are no objections I shall consider it adopted.

(The Preamble is adopted.)

Original Arabic: The PRESIDENT – We shall now adopt the proposed Convention, Article by Article.

(Articles 1 to 22 are adopted seriatim.*)*

Original Arabic: The PRESIDENT – We shall now adopt the proposed Convention as a whole. If there are no objections, I shall consider it adopted.

(The proposed Convention is adopted as a whole.)

Original Arabic: The PRESIDENT – In accordance with article 40, paragraph 7, of the Standing Orders of the Conference, the proposed Convention concerning the prevention of major industrial accidents as adopted by the Conference, will be submitted to the Drafting Committee of the Conference for the preparation of the final text.

PROPOSED RECOMMENDATION CONCERNING THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS: ADOPTION

Original Arabic: The PRESIDENT – We now move on to the adoption of the proposed Recommendation concerning the prevention of major industrial accidents, starting with the Preamble. If there are no objections I shall consider it adopted.

(The Preamble is adopted.)

Original Arabic: The PRESIDENT – We shall now adopt the proposed Recommendation, Paragraph by Paragraph.

(Paragraphs 1 to 6 are adopted seriatim.*)*

Original Arabic: The PRESIDENT – We shall now consider the proposed Recommendation as a whole. If there are no objections, I shall consider it adopted.

(The proposed Recommendation is adopted as a whole.)

Original Arabic: The PRESIDENT – In accordance with article 40, paragraph 7, of the Standing Orders of the Conference, the proposed Recommendation concerning the prevention of major industrial accidents as adopted by the Conference, will be submitted to the Drafting Committee of the Conference for the preparation of the final text.

RESOLUTION CONCERNING EXPOSURE TO AND SAFETY IN THE USE OF BIOLOGICAL AGENTS AT WORK, SUBMITTED BY THE COMMITTEE ON THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS: ADOPTION

Original Arabic: The PRESIDENT – We shall now move on to the adoption of the resolution concerning exposure to and safety in the use of biological agents at work. If there are no objections, I shall consider this resolution adopted, taking into account the reservations expressed.

(The resolution is adopted.)

Original Arabic: The PRESIDENT – We have now completed the consideration of the report, the proposed Convention and Recommendation, and the resolution submitted by the Committee on the Prevention of Major Industrial Accidents. I express my gratitude to the Chairman, the Vice-Chairmen, the Reporter, the members of the Committee and the staff of the Secretariat for the excellent work they have done, with special thanks to the experts. I would like to assure Mr. Campbell, the Employer Vice-Chairman, that we will not do to him what the people did to Socrates. I thank the Secretariat for the excellent work they have done.

REPORT OF THE COMMITTEE ON THE APPLICATION OF STANDARDS: SUBMISSION, DISCUSSION AND ADOPTION

Original Arabic: The PRESIDENT – We shall move on to the second item on our agenda – the report of the Committee on Application of Standards, contained in *Provisional Record* No. 25.

It is my pleasure to ask the officers of the Committee to come to the rostrum. The Chairman, Mr. Pérez del Castillo, Government member, Uruguay; the Employer Vice-Chairman, Mr. Wisskirchen, Employers' member, Germany; the Worker Vice-Chairman, Mr. Peirens, Workers' member, Belgium; and the Reporter, Ms. Wiklund, Government member, Sweden.

I give the floor to Ms. Wiklund to submit the report.

Ms. WIKLUND *(Government member, Sweden; Reporter of the Committee on the Application of Standards)* – It is an honour for me to present to this session of the Conference the Report of the Committee on the Application of Standards which appears as *Provisional Record* No. 25.

The Committee was set up under article 7 of the Standing Orders of the International Labour Conference to consider and report on item III on its agenda, "Information and reports on the application of Conventions and Recommendations".

The Committee based its work on the report of the Committee of Experts on the Application of Conventions and Recommendations. As usual, the Committee divided its work into different parts, as is reflected in the Report. Part One began with a general discussion of various aspects of the application of international labour standards. It then discussed the General Survey of the Committee of Experts which this year dealt with the Workers with Family Responsibilities Convention (No. 156) and Recommendation (No. 165), 1981. Lastly, it examined a number of individual cases relating to compliance by States with their obligations under or relating to international labour standards.

Numerous statements were made during the Committee's general discussion. In many of these statements, opinions were voiced concerning the roles of the supervisory bodies and the complementary mission of the Committee of Experts and the tripartite Conference Committee on the Application of Standards.

The Conference Committee again acknowledged the work done by the Committee of Experts based on the principles of independence, objectivity and impartiality and emphasized again the importance of dialogue between the two Committees.

This year's Conference Committee on the Application of Standards was rather special, in that it was the first time ever that the Committee of Experts on the Application of Conventions and Recommendations was represented. The Chairman of the Committee of Experts, Mr. José Maria Ruda, attended the general discussion and that of the general survey, in accordance with the wish expressed by the Conference Committee last year.

The Committee very much welcomed this development, as a mark of the intensification of constructive dialogue between the committees. Each one of these is an essential element in the ILO's supervisory machinery which according to Mr. Ruda and many others, is the most effective of its kind in any international organization.

The Committee expressed its warm appreciation of this direct contact between the two committees and hoped that the presence of the Chairman of the Committee of Experts will be ensured in the future as well.

The Committee was informed of the consideration being given within the Organization to ways in which the arrangements for requesting Government reports on ratified Conventions under article 22 of the Constitution might be improved. This followed the Committee's discussions in previous years of the difficulties encountered by some governments in fulfilling their reporting obligations.

There was general support for such efforts, although it was emphasized by many members of the Committee, and the Committee was reassured by the representative of the Secretary-General on this point – that any future reforms would in no case be allowed to weaken the quality and effectiveness of the supervisory system.

The Committee understood that a proposed balanced package of measures replacing certain automatic reporting procedures with more selective and objective ones could be foreseen. In this context the Committee wanted to underline the vital part played by employers' and workers' organizations at various stages of the supervisory system.

The question of the interpretation of Conventions was considered further by many speakers, in the light of an Office document submitted last month to the Governing Body, concerning the possibility under article 37(2) of the Constitution of the ILO of setting up a tribunal competent to give interpretations.

Diverse views were voiced in the debate. Some members expressed varying degree of support for a tribunal which, according to them, would speedily resolve disagreements regarding interpretations. Other members questioned the need for a tribunal given the existing supervisory system. The Committee agreed that the matter required further study.

The ILO's standard-setting policy was dealt with by several members. One innovation of particular interest to this Conference is the participation of a senior official of the International Labour Standards Department in the secretariat of technical committees of the Conference responsible for new instruments. This is seen as a means of improving the drafting of Conventions and Recommendations in the light of the Organization's experience with existing instruments.

Personally, I do welcome this cooperation between the technical and the standards departments. It is a fact that in technical committees which are given the difficult task to formulate international standards on specific subjects, for the majority of members, at least on the government benches, it is their first concrete contact with the ILO and with international standard setting.

With the assistance within the technical committees of experts from both technical departments and the International Labour Standards Department, the risk of confusion and ambiguities in the formulation and later application of standards can be reduced.

The Committee also draws to the attention of the Conference the different views expressed as to flexibility in ILO standards. Many members raised the importance of the principle of universality, both as regards the terms in which international labour standards are conceived and as regards the application in a continuously changing economic and social environment.

In this context, some members stressed the need to review and adapt standard setting and other activities in order to meet the new challenges. Others emphasized the link between economic development and transition, on the one hand, and the maintenance and improvement of social protection, which are the task of ILO standards, on the other.

The link between standards and development was on several occasions explicitly or implicitly referred to during our meetings.

There was, no doubt, widespread agreement in our Committee as to the role of the ILO's standard-setting activities in the fight against poverty and the realization of the objective of social justice which are the Organization's priorities.

Personally, I fully endorse this.

I do, however, think that we have to understand – and also to accept – that an issue as vast as that of poverty alleviation, in some quarters, can be approached from other angles. It is necessary also to consider the way in which we and they – mainly economists – look upon each other.

Perhaps because the mother tongue of our Chairman is Spanish, I have come to think of one of the most widely translated books in the world, namely *Don Quijote* by Cervantes. The subject-matter of that famous novel is idealism and realism.

Like Cervantes, I am convinced that we need them both – the Knight and his Squire. Therefore both sides participating in this debate should try to learn from each other – realizing that the means are always subordinate to the aims.

Two subjects – freedom of association and employment policy – held the Committee's special attention. The report shows the opinions of the members of the Committee as to the particular question of the interpretation of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and whether and how far that Convention protects the right to strike.

It was not for the Committee to come to any agreed conclusion on this point. The Committee noted that the General Survey of the Committee of Experts will next year be on the subject of freedom of association and Convention No. 87.

The other subject covered in this part of the report is the implementation of a policy of full, productive and freely chosen employment, under the Employment Policy Convention, 1964 (No. 122). Contrary to most Conventions, this is a policy instrument and it is my belief that such a Convention requires an approach and discussion which differ from other instruments.

The Convention cannot be regarded as a blueprint for economic or employment policies in an ever-changing world economy. This Convention mentions, and that is extremely important, a framework, some basic principles and ideas and also some fundamental procedures for economic and employment policy.

As you will find in the report, the discussion on this Convention, therefore and as usual, has its own specific characteristics.

As regards technical cooperation and standards, and the various forms of assistance given by the Office, the Committee heard with interest of the inclusion of standards specialists in 12 of the new multidisciplinary teams in the field. Several Government members spoke of the help they had received through the Office. The Committee noted the objective of the Office of increasing promotional activities as complementary to supervisory activities – and in no way detracting from them.

The Committee was very interested in the Committee of Experts' indications as to the ILO's relations with other international organizations, especially on human rights issues, and with special reference to the World Conference on Human Rights in Vienna. The Committee expressed clearly its view that the ILO should improve its image and play a more active role in the debate on labour and social issues in countries at all stages of development, including such areas as the protection of children.

The Committee devoted the second part of the general discussion to the overall study by the Committee of Experts which this year dealt with the application, by all member States, of the Workers with Family Responsibilities Convention, (No. 156), and Recommendation (No. 165), 1981. Those ILO standards have a dual objective. They aim at creating equal opportunity and treatment in working life between men and women with family responsibilities. And, in addition, they have the goal of promoting equality between workers with family responsibilities and those without such responsibilities.

It was apparent from the many statements made that, all over the world, women especially face difficulties of various kinds in combining gainful employment with family responsibilities. Women still shoulder all or most of the duties of caring for family members and maintaining the home, while men are the main breadwinners – full stop.

Moreover, it appeared from the discussion that women are still suffering considerable discrimination in the areas of vocational training and employment on account of their actual or anticipated family responsibilities. Indeed, a number of statements indicated that for women labour conditions had worsened in this respect as a result of the high and increasing levels of unemployment which often result from structural adjustment measures.

Though there was general support for the objectives of the standards in question, reservations were expressed by some as to the feasibility of meeting those objectives through the application of the standards. Certain members concluded that there was a case for revising the Convention in the hope that it would be reframed in terms that were more practicable, thereby increasing the possibility of a higher rate of ratification.

Generally, however, it can be said that the discussion concluded on an optimistic note. Many speakers commended the Committee of Experts for providing clarifications and explanations concerning the requirements of the instruments, which might encourage more countries to apply the instruments and to ratify Convention No. 156. For many speakers, the survey was an important contribution to the activities to be undertaken next year, which has been declared the "International Year of the Family" by the United Nations.

This was considered an opportune time for the ILO to disseminate information on the implementation of these instruments, concerning both shortcomings and successes, to the United Nations and the ILO's constituents. The aim is to promote equality worldwide and to inspire more States to ratify Convention No. 156.

The third and largest part of the work of the Committee consisted in examining, on the basis of observations made by the Committee of Experts, individual cases of respect for ILO standards. For the discussion of individual cases, the Committee continued to apply the working methods which it had previously followed.

As regards cases concerning the fulfilment of certain obligations, or so-called automatic cases, however, the Committee tried a new approach designed to increase the impact of the discussion and make better use of the time available.

These are the cases concerning compliance with the obligations under articles 19, 22 and 35 of the Constitution to supply reports on ratified Conventions, in reply to comments made by the Committee of Experts; to supply reports on submission to the competent national authorities of instruments adopted by the Conference; and to supply reports on unratified Conventions and on Recommendations.

The new approach was simply to discuss all those cases in sequence at one sitting instead of examining them piecemeal during several different sittings. The results may be regarded as interesting, and the Committee hopes to continue next year to refine its approach to these cases in order to find the best possible means of improving its effectiveness in this respect.

The cases considered in this way are mentioned under the appropriate headings in section D of the report and, as usual, Part Two of the report gives full details of the information provided by governments to the Conference in response to the indications of the Committee of Experts and also gives details of the Committee's discussions of these cases.

Further, the Committee examined the application by 33 governments of their obligations under individual ratified Conventions.

It was pleasing to note that all the governments invited by the Chairman to participate in the Committee's discussions of their cases of this kind and present at the Conference responded to his invitation. Many of these cases concerned problems of the application of Conventions relating to freedom of association, forced labour or equal opportunity and treatment.

The Committee decided to draw the attention of the Conference to the case of Myanmar as regards the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87). Paragraph 125 of the report expresses the Committee's deep concern that the necessary measures should be taken to guarantee the application of the Convention.

The Committee also decided to note with grave concern in paragraph 127 that there had been continued failure over several years to eliminate serious discrepancies in the application by Sudan of the Forced Labour Convention, 1930 (No. 29).

In these two cases, the Committee invites the Governments concerned to supply the relevant reports and information so that the Committee may follow up the matters at the next session of the Conference.

Part Two of the report contains a record of the detailed discussions of the individual cases, as well as the conclusions adopted by the Committee.

I want to take this opportunity to thank the Chairman of the Committee, Mr. Pérez del Castillo, as well as the Employer and Worker Vice-Chairmen, Mr. Wisskirchen and Mr. Peirens, for the competence and efficiency with which they made sure that the Committee could complete such a large volume of work and discharge the heavy responsibilities which the Conference placed on it. May I also through you thank Mr. Bartolomei de la Cruz for his valuable support and also all his staff for their dedicated work, whether they were seen in the meeting room or not.

As you can see, the Committee on the Application of Standards continues to perform its vital tasks in a spirit which recognizes both the strength of traditions and established procedures and the necessity to maintain a dynamic attitude in the constant search to ensure maximum effectiveness.

I am convinced that it is the idea of dialogue which lies behind both the strength and the dynamism, and it is in this confidence that I commend the report to the Conference.

(Mr. Gray takes the Chair.)

Original German: Mr. **WISSKIRCHEN** *(Employers' member Germany; Vice-Chairman of the Committee on the Application of Standards)* – Our Committee has succeeded once again in presenting to the Conference a report that is not only comprehensive but very substantive. The Reporter has touched on and explained the essential points.

We noted in our Committee, like others, that the world is undergoing a very rapid and intensive process of change.

I could therefore place my contribution under the motto of change, for the challenges involved are ultimately challenges to the efficiency and credibility of this Organization, because the ILO is not exempt from these changes on the eve of the twenty-first century. On the contrary, it must make its own contribution to this change. The ILO must therefore review its goals and priorities in its respective areas of activity. The area of standard setting should be reviewed as well as those of the supervisory machinery, technical cooperation and advisory services and an organizational structure must be devised that is adequate to meet these new challenges. The IOE recently presented proposals for a basic reform of the ILO, which we emphatically endorse.

In the Committee on the Application of Standards, we have noted for a long time now that it appears essential to make amendments to our standard setting activities. We have been registering a significantly reduced rate of ratifications in connection with the more recent instruments over the past 15 years. At the same time, we see that member States are meeting the obligations which they have accepted in ratifying the instruments to an increasing less extent. The close connection between standard setting, ratification and practical application has been evident for many years. Standards which were too high, too complex, unclear or too detailed in content and aims will either not be ratified or will be ratified with the certainty that they will not be implemented in law and in practice. Such an attitude is prejudicial to the credibility and the prestige of member States as well as the ILO as a whole.

In this connection we must also develop greater sensitivity to noting when standards have become obsolete rather than reacting only when there is a series of denunciations of an instrument.

An appropriate adjustment to the new challenges requires greater use of the assistance, support and advisory services of the ILO must be strengthened. We consider these services of the ILO, from the standpoint of practical efficiency, to be as at least as valuable with regard to the application of standards as the supervisory machinery in the traditional sense.

The comments of the Committee in the general part of its report on the Employment Policy Convention, 1964 (No. 122), are in essence a very objective inventory of the problems in this respect. Meanwhile, there is general agreement that there can be no isolated employment policy which can create lasting jobs profitably. This requires the coordination of many areas of policy, not least of which is collective bargaining whereby the social partners can set the points towards an increase or decrease in jobs.

Some matters of principle concerning the supervision of standards and the supervisory machinery could be placed under the heading of "change" and dealt with in this context. Concerning the two most important supervisory bodies of the ILO, the Committee of Experts on the Application of Conventions and Recommendations and the Conference Committee on the Application of Standards, there has been no doubt for at least two years that both bodies are autonomous and independent and do their work accordingly. Equally undeniable, according to the unambiguous statement of the Committee of Experts in its report of 1991, is the fact that the decisions of the one are not binding on the other, and that the respective evaluations do not prevail *erga omnes*. We think it is a very good sign of a new dialogue between these two autonomous bodies within the ILO supervisory system that the Chairman of the Committee of Experts accepted the invitation of our Committee and was present during the entire general discussion in our Committee as a very attentive observer. Mr. Ruda, the Chairman of the Committee of Experts, welcomed this new and intensive form of dialogue, a dialogue which in Mr. Ruda's words includes a review of previously held opinions.

Now that the more formal but essential issue of the autonomy and independence of the two bodies has been clarified, in future only the substance of the different views will be at issue. Such differences do not occur very often, but occasionally in connection with particularly important questions, in particular the interpretation methods to be applied in regard to Conventions and their concrete results. The only measuring rod for the interpretation of Conventions is, in our view, international customary law as well as international law in the written form set forth in Articles 31 and 32 of the Vienna Convention on the Law of Treaties. This is also in principle recognized by the Committee of Experts. As we repeatedly stated in the Conference Committee, none of the interpretation methods that are relevant under international law allows for the "creation" of an extremely broad right to strike to be derived from Convention 87, such has been gradually developed by the Committee of Experts. Neither the text nor any discernable agreement between the signatory States or their subsequent conduct allow for such an interpretation. On the contrary, in the drafting of Conventions Nos. 87 and 98, it was clear that issues of the right to strike were not to be dealt with. We have already referred to the corresponding documents. The historical facts confirm therefore merely what results from the first priority interpretation rule. The Employers, for example, already in 1953 expressed this view in the Governing Body when the Committee on Freedom of Association began to develop a right to strike.

We are not dealing here with a classical interpretation *de lege artis*. To that extent, a close connection may exist with the undeniable fact that the decision-making body of the ILO, that is to say the plenary of the Conference, has hitherto been deliberately prevented from dealing with this topic. A proposal from the Employers last year to place this problem on the agenda of the Conference was also rejected.

Implicitly, the right to strike developed by the Committee of Experts is virtually unlimited and the regulatory scope of the member States therefore tends to be non-existent.

The formulae developed by the Committee of Experts, which allow almost any type of strike and proscribe almost any restriction as being contrary to international law, cannot be justified on the basis of any interpretation instrument derived from Convention No. 87, because a strike is obviously not the internal affair of a trade union. It is directed primarily against employers but, given the scale of the division of labour in our time, its inevitable and calculated impact tends increasingly and ever more intensively to affect third parties and the general public. So-called "solidarity strikes" are intentionally directed first and foremost against people who are not actually involved in the conflict and political strikes are always designed to put pressure on lawmakers – hence, in a democracy – on parliament. No State can afford to accept such action without some form of regulation. On the contrary, it is the task of every State to make provision, in the area of labour conflict, for the protection of individual citizens and the population as a whole. The basic purpose of a State and its chief *raison d'être* is to provide the best possible protection for its citizens.

In recent years there has been a suggestion, not unrelated to these interpretation issues, that article 37, paragraph 2, of the ILO Constitution should be examined more closely. According to this provision, the Conference, at the suggestion of the Governing Body, can draw up rules for the establishment of a tribunal for the expeditious determination of any dispute or question relating to the interpretation of a Convention. The Office has prepared a document in this connection, dealing with various aspects of article 37, paragraph 2, of the Constitution and other issues of interpretation. Credit is due to the Office for its thorough and careful work. A whole series of findings are extremely enlightening. Some comments, however, are not so clear and call for further explanation and examination. In the Committee we also discussed certain points in greater depth and voiced a certain amount of criticism. Moreover, some issues which are not addressed at all by the document will have to be considered at some stage. To sum up, therefore, we would say for the time being that this important issue cannot be decided on the basis of the present document. Further careful study is necessary. Only when all further possibilities have been explored can we consider whether and how such a tribunal under article 37, paragraph 2, of the ILO Constitution might be established.

This year's General Survey under article 19 of the ILO Constitution is devoted to Convention No. 156 and Recommendation No. 165. This, too, is a topic oriented towards the future and towards change. The question at issue is the equality of workers, particularly those with and without family obligations. While nobody would underestimate the significance of this topic or fail to support the general objective, the measures needed to attain these goals cannot be limited to the typical employee-employer relationship, but have other far-reaching implications, partly of a general political and social nature. Full attainment of the goal in question would require an almost inconceivably large package of practical measures, in particular statutory regulations. Such an array of regulations would be bound to conflict with the basic principles of a free social order. The Convention therefore avoids this unnegotiable path but heads off in another direction that is no less fraught with problems. It establishes extraordinarily wide-ranging and comprehensive objectives, which are to be incorporated in any policy relating thereto. Together with further sub-goals, which are not always crystal clear, the whole experience creates an impression that family and occupational responsibilities can be combined without conflict provided that the State steps in with the necessary measures and regulations. As these ideas are thus conceived with an ideal situation in mind, they are bound to be unwieldy. The experts talk about flexibility but what we have before us is a considerable lack of clarity and vagueness. One gets the same impression from the way individual provisions of the Convention are dealt with in the experts' report. Member States have raised many questions about the meaning and interpretation of the individual provisions and the Committee of Experts has tried to give answers, which tend to reinterpret the obligations in very broad terms.

From the methodological point of view, it is extremely interesting to note that the Committee of Experts, in its attempts at interpretation, refers in practically all cases to the preparatory work, which therefore determines their interpretation. We find this aspect important in the light of the general discussion of the matter of deriving a right to strike from Convention No. 87.

Since the instruments before us do not prescribe specific and limited measures but only a goal to aim at, we are no longer dealing here with the flexible standards which are certainly also sought by employers; we are dealing rather with an overloaded instrument which describes an ideal goal. The Report of the Committee of Experts itself shows that we are not dealing with a flexible and easily applied Convention, because any measures taken by member States, whenever these are assessed by experts, are routinely described as inadequate and therefore criticized.

The member States have evidently recognized the problems inherent in these instruments, since only 19 ratifications have thus far been registered, and some of the States which have ratified the Convention will hardly be in a position fully to comply with its exacting requirements. One of the contracting States has not even submitted its first report. Although the employers have a natural interest in everyone being able to attain self-fulfilment through their occupation, we are sceptical that such a dream could be realized on the basis of standards alone. There are, after all, deeply rooted, traditional values which must be taken into account, and they can only be changed cautiously, and in small steps. This is what happens in practice in plants and factories. A uniform comprehensive model which takes account of different value systems and allows time for a gradual change in attitude is along way off.

In any case, we recommend that the report of the Committee of Experts be very carefully taken into account. Its analysis might finally lead to a review of Convention No. 156 with a view to making it more precise, practical and realistic.

The main object of the Committee is to examine the extent to which member States have met their obligations to the ILO. We are talking about varied reporting obligations and about material obligations of the ratifying States to implement Conventions which they have ratified. During the proceedings we have clearly differentiated between the so-called formal and material obligations. The purpose of concentrating our discussion of the report issues into one afternoon was to stress the significance of the issue, to bring together all the States concerned and to make better use of the limited time available to the Committee. This seems to have succeeded. It was not the purpose of the new procedure to absolve the member States concerned from the duty to reply.

Moreover, there has been a stagnation, or even decline, in the fulfilment of reporting obligation. This has caused much concern among the experts and on our Committee, since the fulfilment of reporting obligations is essential to any meaningful monitoring. Late or incomplete reports, or no reports at all, place the whole system in question and create an unacceptable degree of inequality in the treatment of different member States. Since, on the one hand, the absolute numbers of reports due and received reaches new record levels owing to the increase in membership, in ratifications and in Conventions, the Committee has long recognized the necessity of taking steps to clarify the situation. At the request of the Conference Committee, the Office has produced a document with many proposals which could improve the situation. We are grateful for these very meticulous deliberations. The approach outlined there is one which we can support, and we trust that the Governing Body will soon take the necessary decisions.

As we have already noted during the discussion in Committee, the only thing that must not happen is that nothing happens.

It is in the very nature of our review system that we deal mainly with cases in which there is a considerable discrepancy between statute and practice in a member State and the demands of a given Convention. Nevertheless, we do not forget that most member States faithfully fulfil their obligations under the Constitution and the ratified Conventions. The problematic cases and the relevant discussions in the Committee are described in detail in the comprehensive annex to the general part of our Report. We do not want to name particular cases here because that would seem somewhat arbitrary. May I, however, say that there do exist most serious violations of human rights, such as persecution for ethnic, religious and political reasons, and these occur on a mass scale and lead to many deaths. It is regrettable that we are not even in a position to deal with these very clear violations of basic Conventions. On the contrary, like many other organizations in the world, we seem to be helpless in the face of these terrible events.

But whatever the sweeping changes happening in our time, our high recognition for the President of our Committee, and for his prudent guidance of our discussion remains undiminished, as it does for our Reporter and for the Office's large team under the very careful guidance of Mr. Bartolomei. All have made vital contributions.

We also remain firm in our desire for objective cooperation with the Workers' group and their spokesman, Mr. Peirens. My special thanks go to the Employers' group on the Committee for their unswerving support especially this year, represented by Mr. Potter.

Original French: Mr. PEIRENS *(Workers' member, Belgium; Vice-Chairman of the Committee on the Application of Standards)* – The role of the ILO in connection with international labour standards and their supervisory machinery in this changing world was the leitmotif in many speeches during the general discussion in our Committee.

Several members in this context pleaded in favour of a revision and updating of the supervisory machinery and in particular of the constitutional obligation to send in reports. The Office is also preparing a document for the Governing Body for November 1993.

The Workers' group of our Committee is of the opinion that this is not a secondary aspect of a technical nature. On the contrary, the sending of reports together with the observations of the workers' and employers' organizations is indispensable for the operation of the supervisory machinery.

We would like to emphasize that it is necessary to be prudent and to ask the competent bodies of the

ILO, that is the Governing Body, not to take hasty decisions which might, directly or indirectly, weaken the supervisory machinery and therefore the working of our Committee.

The Workers' group of our Committee proposes that the Governing Body, after a first discussion in November, should defer the question to next year so as to discuss it at the Conference and in particular in the Committee on the Application of Standards. Our Committee has, in fact, agreed to devote a special sitting at the next session of the Conference to the consideration of the future of the standard-setting machinery and the supervisory machinery, as can be found in paragraph 136 of our report. The Committee of Experts, in paragraph 12 of its report, has also indicated that it would put forward its views regarding the future of standards and the supervisory machinery of the ILO. The Governing Body could thus take a decision after the 81st Session of the Conference.

The Workers' group of the Committee feels that the proper working of the supervisory machinery is of capital importance. We are not against change on the condition that the future operation of the supervisory machinery is reinforced.

We would like to draw the attention of the Conference to the fact that the Employers' and Workers' groups have pleaded many times in favour of a reinforcement of the supervisory machinery and most of the Governments have quite clearly indicated their support of the standards and supervisory machinery.

Several Government members have declared that the supervisory machinery of the ILO is superior to that of other international or supranational organizations and that we should not be influenced by systems of an inferior quality.

We would therefore firmly like to ask for the maintenance of a very regular control of the application of Conventions in both law and practice. Within this framework we would like to insist that particular attention should be given to the Conventions which have been classified in the category of fundamental human rights and to certain Conventions in the priority category, such as Conventions Nos. 81, 122 and 144. This classification was formally decided on by the Governing Body in 1987 on the proposal of the Ventejol report.

We would like to draw the attention of all the delegates of the Conference to the conclusions of this Ventejol report regarding the classification of Conventions.

This report concludes that the Conventions regarding the fundamental human rights, such as the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), require no revision and that, furthermore, most of them have already been revised.

The intervention of the supervisory machinery cannot be restricted to clear and flagrant violations of fundamental human rights. These have often become very sophisticated and masked by complex legislation, in the industrialized countries also. That is why we attach great importance to the sending in of first reports after the ratification of a Convention and to the sending of questionnaires and detailed reports on a regular basis, in particular for the fundamental Conventions regarding freedom of association, free collective bargaining, prohibition of discrimination and forced labour.

The ILO could also extend the present system of the complaints procedure, before the Committee on Freedom of Association to other Conventions and fundamental principles, as for instance equality of treatment, as was suggested by the Committee of Experts last March.

Furthermore, we would like to ask the Office to send the report of the Committee of Experts earlier. This would facilitate the participation of workers in the developing countries.

As regards the possible setting up of a competent tribunal so as to resolve problems of interpretation for a given Convention in accordance with Article 37(2), the Workers' group is of the opinion that the setting up of such a tribunal could put into question the credibility and the authority of the Committee of Experts. To date, we are not convinced of the additional value of a tribunal as compared to the experts, to the dialogue of our Committee and the existing possibility of resorting to the International Court of Justice.

The extent of the right to strike was once again the subject of in-depth discussions, seeing as the Employers have some differences of opinion with the Committee of Experts.

We, as the Workers' group, firmly support the view of the Committee of Experts regarding the modalities of the right to strike.

The Committee of Experts has always based itself on the principles which have been developed and refined consensually by the tripartite Committee on Freedom of Association.

Even if the mandate of the Committee of Experts on the one hand and that of the Committee on Freedom of Association on the other are different, we really do not see how their respective interpretations could diverge. This would be illogical and inconsistent.

The legal value of the criticism of a group in our Committee, that is to say the Employers, as regards the position of the Committee of Experts should be put into perspective in view of the scope of the tasks of the two Committees. The Committee of Experts guarantees, through its composition and its methods of work, an objective assessment. Our tripartite Committee maintains and keeps alive the system, thanks to our knowledge of the situation in the field.

The position of the Employers, stating that the modalities of the right to strike as well as the scope of the concept of essential services should be governed by national law, is not compatible with the fundamental principle of universality of standards.

During the discussion of individual cases, we had a shocking case which illustrates very well the serious consequences of the non-respect of the universality of standards. This is the denial of trade union rights and the non-application of the labour code in the export processing zones in Pakistan (the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right of Association (Agriculture) Convention, 1921 (No. 11). Our Committee as a whole has adopted very firm conclusions on this particular case and if, next year, our Committee does not find that there has been concrete progress, the case of Pakistan, in the opinion of the Workers' group, will have to be referred to in a special paragraph. The Government has furthermore formally accepted a technical assistance mission from the ILO.

As has already been mentioned by the Reporter, our Committee also dealt with the General Survey regarding workers with family responsibilities (Workers with Family Responsibilities Convention, 1981 (No. 156), and Recommendation No. 165).

The Workers' group is of the opinion that the objectives of these instruments are very topical and that countries should increase their efforts to make them more concrete.

The General Survey clarified the scope of the Convention and this clarification will undoubtedly facilitate its ratification. We encourage States to ratify. This Convention should not in our opinion be revised.

Our Committee has also adopted important conclusions on several serious cases. Even though no special paragraphs were included in the report, the conclusions imply very important commitments in very specific and concrete terms.

We are referring to the cases of Colombia (very serious violations of law and practice as regards Convention No. 87); Costa Rica (Convention No. 87, in relation to solidarity movements or company unions); Brazil, the Forced Labour Convention, 1930 (No. 29), including child labour, and the Indigenous and Tribal Populations Convention, 1957 (No. 107); and India, the Forced Labour Convention, 1930 (No. 29), with reference to servitude for debt by child labour.

We have also given great attention to the Employment Policy Convention, 1964 (No. 122). In two cases (the United Kingdom and New Zealand) we were able to see that employment is considered as an element or a variable which can be adjusted among many others. Such a policy is not in conformity with Convention No. 122 and we would like to suggest that you read paragraph 55 of the general part of the report of the Committee of Experts. In both cases the Government is not fully consulting workers' and employers' organizations for the implementation of employment policies (Article 3 of the Convention).

The case of Sweden (Right to Organize and Collective Bargaining Convention, 1949 (No. 98), has demonstrated that certain countries adopt socio-economic policies without an in-depth consultation of the employers' and workers' organizations who are the authors and signatories of collective agreements. These policies have direct and indirect effects on collective agreements and collective bargaining. This approach is contrary to the basic principle of Convention No. 98. Compliance with collective agreements and the outcome of negotiations is, in our opinion, a non-negotiable principle.

Our Committee was able, for the first time, to discuss a case involving the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). The United Kingdom has not respected Convention No. 144 because it failed extensively to consult the workers' and employers' organizations regarding the denunciation of certain Conventions and regarding the replies to the comments of the Committee of Experts.

The technical Conventions were also discussed. I am referring to the conclusion of the case of Morocco and the Benzene Convention (No. 136). Our Committee found that Morocco is not applying the essential provisions of this Convention, whose practical importance is more than simply a technical question. The health and even the life of the workers are involved. If there is no decisive progress in the very short term, we will come back to this case next year.

We have also dealt with questions of substance as to the organization and operation of social security in Chile (the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35)). In this connection it is important to emphasize that the pension system in Chile is not only in violation of Convention No. 35, but its performance and credibility in the long run is also challenged by independent specialists. Furthermore, the system is not in conformity with the fundamental principles of the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128). Chile has not yet ratified these two Conventions. The Committee firmly insisted that Chile should reconsider its position.

Because of a lack of time it was not possible for us to deal with a number of other cases. We hope that the report of the experts will make it possible for us to take them up next year if we feel the need to do so (for example, Conventions Nos. 87 and 111, as regards Germany, Convention No. 107 for Bangladesh, and Convention No. 87 for Canada).

As pointed out by our Reporter, we were obliged to single out Myanmar in a special paragraph of our report (paragraph 125), since the Committee of Experts and the Conference Committee have pointed out for many years, in connection with Convention No. 87, that certain provisions of national legislation require modification, without success up to now.

The case of Sudan is reported in paragraph 127, and refers to the continued failure to eliminate deficiencies in the application of the Forced Labour Convention, 1930 (No. 29). I would like to remind you that last year we had to single out Sudan in a special paragraph because of the continued existence of forced labour and the lack of cooperation on the part of the Government with the ILO and our committee.

In conclusion, I too would like to thank our Chairman, Mr. Pérez del Castillo, who guided and chaired our discussions in a remarkable manner. I would also like to thank our Reporter Ms. Wiklund, the representative of the Director-General, Mr. Bartolomei de la Cruz, Mr. Zenger and Mr. Gernigon, as well as the whole team of the Office and the interpreters for their efforts and devotion. I would also like to thank the Employers' Vice-Chairman, Mr. Wisskirchen, for his spirit of dialogue and constructive approach.

I would also like to thank the officers of the Workers' Group, particularly Mr. Hickey, who had to leave because of bad health, and everyone else who helped us.

Our Report was unanimously adopted by the Committee. I commend it to the Conference for adoption.

Original Spanish: Mr. PEREZ DEL CASTILLO *(Government member, Uruguay; Chairman of the Committee on the Application of Standards)* – I was not intending to speak, but I would like to take this unexpected opportunity to thank the members of the Committee on the Application of Standards for the work that we have done together.

I would particularly like to mention the cooperation, the serious and responsible work done and the spirit of teamwork shown by Mr. Bartolomie de la Cruz, Mr. Zenger and Mr. Gernigon, and at the same time, alongside them I would like to thank all those people who as our Reporter so rightly said were visible or not in the meeting room but who we felt were with us and that we could count on their work the behind-the-scenes activities of so many staff members of our Office, which make it possible for the activities of this Committee, which are particularly difficult demanding greater effort and more time, can be carried out and enable us to submit this report to you. This report which like anything produced by human hand has its good and bad points but is well intended and the result of the efforts we made to ensure that something as important as the Application of Standards, could be dealt with at this session of the Conference.

So thank you all once again. I hope that we will meet again next year so that we can go on striving towards our objectives and fulfilling our mandate of social justice as laid down in the Constitution.

Original Japanese: Mr. HIROMI *(Government adviser and substitute delegate, Japan)* – I would like to comment on the wording in *Provisional Record* No. 25, concerning the case involving Japan.

An amendment submitted by the Government of Japan is not reflected in the Committee's report; we request that the amendment submitted by the Japanese Government be included in the Record of the Conference.

When inviting the ILO to Japan in connection with Convention No. 87, the Chairman of the Committee said at the meeting, and I quote "... to visit Japan to discuss this question of the right to organize of the fire-fighting personnel in order to be able to see the situation for themselves on the spot, and discuss the matter with the persons directly concerned". However, in PV 13 of the Committee's minutes, this comment was summarized as "... [Japan] ...". Since we consider "to invite ... to come to Japan ... to obtain information directly" to be different from the conclusions of the Chairman of the Committee, we submitted our amendment. In the Committee, it was announced that this part was adopted as amended. However, the meeting ended before the specific wording of this amendment was presented. The version in the report of the Committee distributed today in *Provisional Record* No. 25 remains unamended, and therefore does not reflect the decision of the Committee.

I regret that this has happened in terms of procedure. This should have been dealt with at Committee level, but since this was not done due to the situation I have described, I would like to state that the Government of Japan insists that the wording of the Chairman of the Committee be the correct version, and asks that this statement be placed in the Record of the Conference.

Original German: Mr. ADAMY *(Workers' adviser and substitute delegate, Germany)* – The World Conference on Human Rights that is meeting in Vienna makes it clear that the instruments for the guarantee of human rights have to be further developed and strengthened. But within the context of our terms of reference, we also have to make sure that there are no reductions made in the universality and binding nature of the central standards respecting human rights. This is particularly valid as regards what I am sure is the most of important of all international labour Conventions, namely the Freedom of Association and Protection of the Right to Organize Convention 1948, (No. 87). And yet recently it was specifically against this instrument that the criticisms of the Employers were directed in the Committee on Application of Standards. This was very clear again this time. Quite obviously they want to make this central international standard conditional, and they are calling jurisprudence into question as regards the scope of the right to strike.

The criticisms by the German Employers' member in this Committee in particular concentrate on the points on which my country has also had problems in observing this Convention. It is therefore not surprising if the Government representative of my country in this Committee also tries to make conditional this human rights international labour Convention, and if he largely shares the position adopted by the Employers' group in this Committee. They have together been basing their criticisms recently on the fact that Convention No. 87 does not contain any express guarantee of the right to strike. However, this is not something which is true only for the ILO but is the case also with the Constitution of a number of member States. For instance, it is also the case with the Constitution of my country.

The supervisory machinery in the ILO, early on recognized, in a practice that goes back 40 years, that strikes are a central premise and a means of making it possible for workers and their trade unions to ensure that collective agreements be implemented and applied. In order to protect the activities of trade unions, you have to have the right to strike.

The Committee of Experts on the Application of Conventions and Recommendations and the Committee on Freedom of Association have established a number of basic principles on freedom of association which in particular define the conditions and circumstances under which the right to strike can be banned or limited. It is not true that these Committees recognize a practically unlimited right to strike as has been suggested here by the representative of the Employers. On the contrary, they have tried to establish a proper balance between the opposing interests in play and at the same time avoid an unjustified restriction of the activities of trade unions.

The Committee on Freedom of Association in the meantime has developed a body of important rulings which shows, as does the work of the Committee on the Application of Conventions and Recommendations, that the Employers' group has for many years agreed with the basic principles of this freedom of association. However, since the end of the 1980s and the end of the Cold War, this consensus has been questioned more and more by the Employers in the Conference Committee.

However, the justifications that are given do not really stand up to analysis. The Vienna Convention on the Law of Treaties is referred to more and more in order to allow greater intervention by the State in the exercise of the right to strike, and greater influence over case law within the ILO. In fact, however, and here I decisively disagree with the Employers' spokesman, the Vienna Convention on the Law of Treaties is not applicable to international organizations like the ILO if they have their own rules of interpretation. There is no principle of general international law that standards adopted by international organizations must be interpreted according to the rules of the Vienna Convention. Article 5 of that Convention, for instance, says that its own rules do not take precedence over the corresponding interpretative rules of international organizations. The case law developed over decades in the ILO therefore takes precedence over the corresponding provisions of the Vienna Convention.

But even if one invokes the rules of the Vienna Convention, then according to Article 31, paragraph 3, it matters not whether all the contracting parties have explicitly agreed to the interpretation of the Convention concerned. On the contrary, silence can be taken as consent. According to article 31 of the Vienna Convention it is necessary to take into account "any subsequent practice in the application of the treaty which establishes the agreement of the parties regarding its interpretation".

For many years, there has been absolutely no contradiction by the Employers on the Conference Committee as regards the existing case law. On other supervisory bodies, like the Committee on Freedom of Association, they also support the principle of freedom of association and the practical way it is implemented.

Furthermore, the following facts also lead us to believe that the principles of freedom of association have become part of general international law. Firstly, in 1986 the United Nations Commission on Human Rights recognized as valid the interpretation by the ILO bodies of the right to strike. Secondly, the ILO Fact-Finding and Conciliation Commission on Freedom of Association concerning the Republic of South Africa designated many principles of freedom of association as part of customary international law. And, thirdly, the Legal Adviser, in his statement on article 37, paragraph 2, of the ILO Constitution drew attention to the fact that the long-standing interpretation of the Committee on Experts – which has not been contradicted – could become binding.

This incontravertible principle of international law must be taken into account. It would also be wrong to accept the principle that an interpretation of ILO Conventions that is lenient on the States Parties must be chosen. This is something that can hardly be acceptable for international organizations and certainly not for Conventions on human rights. Otherwise the universality and the binding nature of human rights precepts would be called in question. The historical method of interpretation used by the Employers is also unconvincing. For example, the critical comments of the Employers shortly after the adoption of Convention No. 87 are today overinterpreted. Even at that time they could not be considered as a basic questioning of the right to strike. With regard to Convention No. 35, the Employers on this year's Committee relativized an historical interpretation themselves in the case of Chile. We very often have difficulties with historical interpretations because, as we all know, when standards are being established political compromises are frequently reached outside the committee room and therefore do not appear in any minutes or records. And this is something mentioned by the Legal Adviser in the opinions I have already referred to.

Above all, it should be borne in mind that the Vienna Convention – which is constantly being referred to by the Employers – views the historical method merely as a source of supplementary assistance. According to Article 32 of the Vienna Convention, this method can only have significance if the meaning of the rules for interpretation is ambiguous or obscure or leads to a result which is manifestly absurd or unreasonable. This certainly does not apply to the decision-making practice in the ILO supervisory bodies. Hence, even under the Vienna Convention there is no basis for a strong emphasis on historical interpretation.

We should neither directly nor indirectly question the methods and case law of the ILO supervisory machinery. We must ensure that the approach adopted in assessing the implementation of standards is not influenced by ideas originating in a specific social or economic system. The law applied in some industrialized countries cannot and should not therefore become a standard for the interpretation of Conventions.

After the collapse of the former socialist bloc, we must in no way give in to the temptation to misuse the supervisory system for one-sided political and economic purposes.

The Committee of Experts, because of the status, knowledge and independence of its members, deserves the greatest attention and respect. By contrast with the Committee of Experts, the Conference Committee consists not of independent experts but of representatives of the different parties affected by the implementation of the Conventions. However, this certainly does not mean that the comments by the Conference are expressions of views and considerations without moral and political value. On the other hand, we should not overstress the importance of the Conference Committee, since otherwise in the long term we would be running the risk that majority decisions, taken by that body which is politically constituted, could conflict with the principle of independent proceedings according to due process. It should not be forgotten that numerous difficulties were encountered when the Committee's Report was approved. We should therefore decide jointly to ensure that the conclusions of the Committee of Experts, and the supervisory and interpretation method used, are in no way watered down.

If we do not wish to endanger the credibility of this international organization, then we must speak out against any relativization of human rights in the world of work as elsewhere. This applies particularly to the Committee of Experts.

Fortunately, the Chairman of that Committee, Mr. Ruda, has once again emphasized in the Conference Committee that the experts were expressly guided by the principles of objectivity, impartiality and independence and in this we emphatically support the Committee.

As the spokesman of the Employers' group emphasizes, we are in no position, when it comes to violations of international standards, to guarantee a solution, and we should rather aim at extending our procedures rather than at reducing them, otherwise we will lose our credibility.

Mr. POTTER *(Employers' adviser and substitute delegate, United States)* – I had not intended to participate in this general discussion but because of the unfortunate attack on the representative of the Employers' group characterizing that representative as a German Employer, I want to make it clear that the points of view that Mr. Wisskirchen articulated are those of the entire Employers' group. The last few years have witnessed a substantial shift in world relations, particularly in the demise of the struggle between east and west. That earlier conflict involving diametrically opposed views cast a shadow on the work of our Conference Committee and the supervisory machinery generally. Disagreements that the Employers have always had with just a few interpretations by the Experts of the ILO Conventions, particularly concerning the right to strike, were muted in a show of solidarity to preserve the supervisory machinery. The support of the supervisory machinery was important then and still is. For the most part the Conference Committee follows the findings and interpretations of the Experts, but this does not mean that the Conference Committee is a rubber stamp for the Experts. While the report of the Experts is indispensable to the Conference Committee's work, the Conference Committee could not fulfil its obligations under article 7 of the Standing Orders without conducting its own independent evaluation. More often than not, the Conference Committee's conclusions and those of the Experts are consistent.

In the context of a number of cases this year, for example the cases of Ecuador, Colombia and Pakistan, to name a few, the Employers have set out in some detail the reasons why we believe the Experts' interpretations concerning the right to strike is not completely correct. The social and legal matter of the right to strike is not contemplated by the specific language of Conventions Nos. 87 and 98 or the respective legislative histories. Moreover, reliance on the decisions of the Committee on Freedom of Association is not appropriate, because its decisions are based on general principles and are not limited to the terms and legislative histories of Conventions Nos. 87 and 98 as interpreted and applied in accordance with articles 31 and 32 of the Vienna Convention. But reliance on the Vienna Convention is not essential to reach this conclusion, because Conventions simply apply traditionally and generally accepted customary rules of interpretation of international treaties.

Perhaps more importantly the exercise of the right to strike does not take place in a vacuum. By its very nature the exercise of the right to strike not only affects the employer but the community as well. Strikes take place in different legal contexts, stages of economic and industrial development and economic circumstances. This has been the consistent position of the Employers' group since 1953. The Experts "one-size fits all" approach, particularly with regard to essential services in the public service, simply does not take into account these realities and the absence of any express provision of the right to strike in Conventions Nos. 87 and 98. Instead of simply reiterating past pronouncements on the right to strike, the Experts need to take these legal and economic factors into account and re-examine the right to strike both in the context of observations in particular cases, and in their 1994 survey on Convention Nos. 87 and 98.

The PRESIDENT (Mr. GRAY) – May I take it that the report of the Committee on the Application of Conventions and Recommendations is adopted by the Conference?

(The report is adopted.)

(The Conference adjourned at 1 p.m.)

Twenty-sixth sitting

Monday, 21 June 1993, 3 p.m.

President: Mr. Abdel-Hak

THIRD AND FOURTH REPORTS OF THE CREDENTIALS COMMITTEE: SUBMISSION AND NOTING

Original Arabic: The PRESIDENT – Our first item on the agenda is the third and fourth reports of the Credentials Committee. I would like to call on the Chairman of the Committee, Mr. Ausman, Government delegate, Canada, to submit the reports.

Mr. AUSMAN *(Government delegate, Canada; Chairman of the Credentials Committee)* – I present to you today the third and fourth reports of the Credentials Committee which are contained in *Provisional Records* No. 19 (third report) and No. 22 (fourth report). These reports contain the Committee's conclusions on all the objections to credentials that have been lodged and found receivable.

Since no recommendation has been made for the invalidation of credentials, the present reports are both submitted to you for your information only.

There were ten objections in all: one concerned the representation of a member State – Zaire. In this case, the Committee considered that the objection added nothing new to the information and issues studied in a separate report. The nine other objections mainly related to the question of representativity of non-governmental delegates or advisers.

Rather than summarizing each, I will highlight the main issues that arose this year. First, an issue that did not cause major problems. This is the obligation on governments to nominate their non-governmental delegations in agreement wherever possible with the most representative organizations of employers or workers, respectively.

Whereas in one or two cases the Committee felt that the government could have done more to achieve agreement among the organizations consulted, this obligation was found to have been satisfied in all cases where it was an issue. The problem cases related to the governments' decisions after those consultations. There were in particular two cases where the objecting organization refused to attend the consultations, Togo, where the decision was left to the Government, and Nicaragua, where the organization stated that the Committee should use its discretionary powers to decide which organization most truly represented the interests of the workers or the employers. But how should this representativity be evaluated?

In two cases, Cape Verde and Nicaragua, the Committee stressed that it was necessary for governments to collect quantifiable data on these questions as different affiliated unions and different members of the various central organizations and different branches of activities ware concerned.

There was a third case, Algeria, which was more difficult. In this country the private sector has recently taken on increased importance. Not only have there been conflicting statements concerning the quantifiable data, but the Committee felt that the Government should carefully consider the question of representivity of employers' organizations in the context of the changing relationship between the public and private sectors of the economy.

The Committee's fourth report also summarizes various communications received concerning the non-fulfilment of the constitutional requirement for governments to pay the expenses of their delegations. They were from the Employers' group, and also from a number of Workers' representatives.

The Report notes an initiative taken by the Office as a result of observations made by the Committee last year to obtain information on the extent to which the requirement has been respected, and on the reasons for the inability to respect it.

Finally, I would like to thank this Conference for having appointed me to the Credentials Committee. The work was most interesting and gave me an even greater appreciation of tripartism in action, and the need for genuine representivity of the social forces at this Conference. My warm thanks, of course, also go to my very experienced colleagues on the Committee, Mr. Funes de Rioja, the Employers' member and Mr. Gray, Workers' member and Vice-President of the Conference. I also wish to thank the hard working and very helpful, and wise members of the Secretariat who guided us throughout.

Original Arabic: The PRESIDENT – I give the floor to the Clerk of the Conference for a communication.

COMMUNICATION TO THE CONFERENCE

The CLERK OF THE CONFERENCE – I will read a letter which has been sent to Mr. Abdel-Hak, President of the International Labour Conference. The letter is dated 21 June 1993, and is from Mr. Anthony Freeman, Government delegate, United States

> "Dear Mr. President,
>
> The United States Government wishes to associate itself with the points made on behalf of the European Community and its member States concerning the delegation of Zaire as contained in the letter of the Government delegate of Denmark, Mr. Jorgensen, addressed to you on 15 June 1993.
>
> Sincerely,
>
> A. Freeman"

THIRD AND FOURTH REPORTS OF THE CREDENTIALS COMMITTEE: NOTING

Original Arabic: The **PRESIDENT** – The Conference is invited to take note of the third and fourth reports of the Credentials Committee.

(The reports are noted.)

REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION: SUBMISSION, DISCUSSION AND ADOPTION

Original Arabic: The **PRESIDENT** – We now proceed to the next item on our agenda, the report of the Committee on Technical Cooperation. I call on the Chairman of the Committee, the Vice-Chairmen, Mr. Ilabaca, Government member, Chile, Mr. Kaswarra, Employers' member, Uganda, and Mr. Brett, Workers' member, United Kingdom, as well as the Reporter, Mrs. Da Costa-Geveke, Government member, Netherlands, to come to the rostrum.

I now have the honour to ask Mrs. Da Costa-Geveke to submit the report.

Mrs. **DA COSTA-GEVEKE** *(Government member, Netherlands; Reporter of the Committee on Technical Cooperation)* – As Reporter of the Committee on Technical Cooperation, I have the honour to present its report to this session of the Conference.

The report was adopted by the Committee during its last sitting on Friday, 18 June 1993. It has been distributed as *Provisional Record* No. 24. The report duly reflects the discussions held in the Committee on Technical Cooperation based on the Director-General's Report VI, *The role of the ILO in technical cooperation.* Furthermore, it contains the texts of a resolution and conclusions on the subject which are submitted for the approval of the Conference.

The Committee started its work with a general discussion on the Director-General's Report as a whole, and subsequently on a chapter-by-chapter basis. It thus dealt with the following main issues: the review and evaluation of ILO technical cooperation in the period 1987-91, the new priorities for the 1990s, new modalities of multilateral technical cooperation and their impact on ILO activities, an active partnership on a strategic response to the new challenges, and the points for discussion as suggested in the last pages of the Director-General's Report.

The Committee then nominated a Working Party which was asked to prepare a draft resolution and conclusions. After three days of intensive debate, a draft text was finalized by the Working Party and presented to the Committee. More than 80 amendments were submitted by members of the Committee.

On Thursday, 17 June these amendments were all discussed at extended sessions. Many of them were adopted, some after a vote, and added to the text, while others failed to obtain sufficient support and were either rejected or withdrawn. The draft reports, including the resolutions and conclusions, were then examined by the Committee during its sitting on Friday, 18 June and, after some minor amendments were suggested, was adopted. It is now before the Conference for consideration.

With this introduction of the report to the Conference, my difficult but interesting mission as Reporter of the Committee on Technical Cooperation comes to an end. Looking back on the past weeks, I can say that it has not been an easy task, especially since almost all participants from the three groups in the debate felt very strongly about the subject of technical cooperation, while not necessarily agreeing on how their particular concerns could best be achieved or formulated. The Committee has worked very hard indeed to prepare a resolution and conclusions which I hope will serve their purpose, namely to give guidance to the ILO's technical cooperation programme for the next few years.

Finally, I would like to thank the Chairman of the Committee, the two Vice-Chairmen, and the members of the Committee for their trust and support. I would like to conclude by thanking the Secretariat of the Committee once again for the tireless dedication they showed when providing us with so many versions of the draft or on the strict deadlines.

In order to be able to complete the Committee's work on time, we have been working together intensively, many times in conditions which would definitely qualify as unacceptable had the relevant international labour standards been considered. Nevertheless, the job has been done and it has been a pleasure and privilege to work with you all.

Mr. **KASWARRA** *(Employers' member, Uganda; Employer Vice-Chairman of the Committee on Technical Cooperation)* – My report to you today is not a happy one, but it is in the true spirit of tripartism that we must exercise our right to take an independent stand to protect employers' interests and what we strongly believe are the interests of the ILO as a whole.

The Employers' group of the Committee on Technical Cooperation embarked upon its work nearly three weeks ago in the hope of providing guidance to the Office on the priorities for and management of technical cooperation. We approached the work with a positive attitude and a cooperative spirit in the hope that we would help effect the changes needed in ILO technical cooperation so that it may face the hard challenges before our Organization. We remain committed to this goal and to technical cooperation as a major means of action for the ILO as we move into the twenty-first century. We feel there are many positive points in the conclusions, for example the beneficial guidance concerning the management of technical cooperation, especially direct reporting for worker and employer specialists in the multidisciplinary teams. The call for rigorous oversight and evaluation in cooperation with the Governing Body and the setting of priority areas are lost in a document our group cannot support in its entirety.

Unfortunately, much of this constructive work was overshadowed by unyielding stands on the part of the Workers' group on a number of issues, especially that of linking technical cooperation with international labour standards. We believe in democracy. However, the process by which we decided upon the conclusions of this Committee could be characterized as democracy by abstention. By our calculations, only one vote reached the necessary quorum. All other amendments were not carried because there were not enough Government delegates present and voting to decide upon such critical issues as the relationship between economic development and standards or the link between standards and technical cooperation. We deeply regret that such important decisions were the result of abstention rather than their positive involvement. We further note that this situation underscores our belief that the Governing Body and its Committee on Technical Cooperation should review the entirety of the conclusions of this Committee to promote consensus and ongoing consideration of these critical issues.

We were surprised by the Workers' refusal to accept the amendments we put forward on improving labour productivity, promoting equality of opportunity and raising the priority of employment creation. Our efforts to introduce some caution into the proposal to bind ILO technical cooperation to the advice contained in the 350 or so ILO Conventions and Recommendations were more enthusiastically rebuffed. The Employers' group feels strongly that technical cooperation should aim at achieving the objectives of the ILO as broadly set out in the Declaration of Philadelphia and not necessarily as narrowly defined by existing Conventions and Recommendations.

However, we were able to support the conclusion that technical cooperation to help establish democratic and representative institutions should be consistent with the relevant standards. Moreover, we agree that the fight against child labour should be based, inter alia, on the relevant Conventions. However, many ILO Conventions and Recommendations contain detailed false prescriptions which are not always appropriate.

We were as frank then as we will be with you now. ILO standards as a whole contain many notions which are no longer relevant to the world we live in today. Most ILO standards were adopted at a time when the composition of this Organization was radically different, when the fundamental structural adjustment we are undergoing could not have been foreseen, let alone taken into account, and the worldwide unemployment crisis we are now experiencing was never an issue. Yet the Workers and some of the Governments appear to wish to hide from this fact. They simply think that ILO standards as a whole deserve the same attention – that one is as valid as the next.

In light of these extreme positions, we believe that the complementarity between international labour standards and technical cooperation needs further definition. Without such action ILO efforts to sensitize our institutions to the complementarity between standards and technical cooperation should accelerate the decline in respect for the ILO to which many speakers have referred.

It is with considerable regret that I find myself expressing such disappointment with a report upon which our group worked so hard. However, it is essential that the Conference understands that this is not a consensus document. We experienced in this Committee an attempt to transform by assumption the Office paper of November 1992 on international labour standards and technical cooperation into a tripartite consensus document of the Governing Body. Thus, I am sure you will understand the importance we attach to clearly recording our position.

With this in mind, we ask your indulgence as I briefly emphasize a number of areas where we have reservations. We object to the chapter on the synergy between international labour standards and technical cooperation because it implicitly denies that standards may not contribute to development and may, in fact, retard both social and economic progress and discourage capital investment if the needs of the country in question are not adequately taken into account. Moreover, given the limited resources available, we feel that greater use of funds for promoting the links between standards and technical cooperation is ill-advised.

I would like to repeat that we should be clear within the ILO on the complementarity between standards and technical cooperation before we begin the envisaged sensitization activities with other development institutions. Other concerns include the reference to tripartite participation where we believe consultation would be better advised and the insistence on prescribing methods for achieving equality of opportunity rather than making the goal of equality of opportunity permanent and leaving to the management and the Governing Body responsibility for the means of achieving this important goal.

Finally, we express our regret at the lack of emphasis on the role of enterprise creation and entrepreneurship as engines for employment growth. We are disappointed in the refusal to give priority to improving labour productivity and we remain convinced that the overall priority for the ILO should be to promote full, productive and freely chosen employment.

With these reservations aside, we commend the report for adoption. We would like to thank the other groups for their contribution to the debate and our Chairman for his tireless efforts in the difficult sessions and to inform them that we look forward to the ongoing debates on these important issues.

We also thank the Office, which worked very hard in preparing the report and the draft conclusions that provided the basis for our discussions. I also thank the Reporter for a job well done.

Allow me in conclusion to thank the President for his leadership of the Conference. I wish him and all delegates and advisers a safe journey home.

Mr. BRETT *(Workers' member, United Kingdom; Worker Vice-Chairman of the Committee on Technical Cooperation)* – I have pleasure on behalf of the Workers' group in commending this report for the consideration of the Conference.

We believe that the report endorses the correct priorities: support for democratization, poverty alleviation and the protection of workers. It strikes the right balance of conditions for synergy between international labour standards and technical cooperation. Paragraph 14 of the conclusions is most important in this regard, as is paragraph 16 which effectively endorses the guidelines discussed at the 252nd Session of the Governing Body, held in March 1992. We are also pleased to see the prominence and strength given to the promotion of tripartism and social dialogue in paragraph 18 of the conclusions.

The Workers' group particularly appreciates the strong statement made by the Employers' Vice-Chairman on this point during the general debate.

The report also provides valuable guidance for the Governing Body and its newly constituted Committee on Technical Cooperation. It stresses that technical cooperation should help member States achieve progress towards the ratification and application of international labour standards. The report also focuses technical cooperation on a selected number of priorities central to the mandate of the ILO and calls for a huge effort to promote tripartism.

In addition I feel sure that the Governing Body's Committee on Technical Cooperation will be able to make effective use of the paragraphs on pages 33 and 34 concerning programme implementation and evaluation.

The report gives due prominence and support for the active partnership policy and the concept of multidisciplinary teams. The Workers' group is conscious of the practical organizational challenges posed for the ILO by the introduction of multidisciplinary teams. Clear lines of authority, accountability, reporting, and communication have to be established between the teams, existing regional structures and headquarters. It is most important that the process of decentralization should not lead to any loosening of organizational accountability to the Governing Body, nor detract from the expert technical capabilities or overall responsibilities of headquarters.

Again we hope that the report will provide valuable guidance for the Governing Body and its Committee on Technical Cooperation.

Finally, I would like to highlight the call in the report for the strengthening of employers' and workers' organizations and the application of greater pressure on the Bretton Woods institutions to include the ILO in their policy formulation and implementation. Both these matters need pursuing with renewed vigour.

We should never forget that democracy can be lost much more easily than it can be won and that tripartism and strong and independent organizations of workers and employers are essential to the maintenance and development of democracy, whether it be in the emerging democracies of Africa or Asia, or in those countries of Europe currently in transition.

I should thank the Employers for the strength of their views and the trenchant way they put them. I cannot say that I agree with the Employers' interpretation of events. Amendments that were proposed by the Employers were not carried because in the main they sought to weaken the links between standards and technical cooperation; they were not carried because an insufficient number of governments were present to meet the quorum; they were not carried because governments did not support them. I don't believe the question of labour productivity is central to the mandate of the ILO. I think equality of opportunity was strengthened by amendments proposed by governments and would have been weakened by the amendments proposed by any Employers. None the less we appreciate the Employers' endeavours and we are pleased they can join with us in commending the report to you even if they have some reservations.

In closing I would like to express the appreciation of the Workers' group to our Chairman, Mr. Ilabaca, for his wisdom and tolerance and to our quite exceptional Reporter, Mrs. Da Costa-Geveke, and last but not least to the secretariat, translators and behind-the-scenes staff who performed miracles to ensure our work and the report before you were completed on time.

I have pleasure in commending the report to the Conference.

Original Spanish: Mr. ILABACA *(Government member, Chile; Chairman of the Committee on Technical Cooperation)* – I would like to thank this gathering for the honour paid to me as Government delegate of my country in electing me to the Chair of the Committee on Technical Cooperation at this session of the Conference.

I would like to take advantage of this opportunity to thank all those who cooperated so much and so loyally to bring about the success of our work, but if I praised them all I would be taking too much advantage of your time. But I would like to say that this was work well done, responsibly done and led to a result which I think is satisfactory and promising for all.

But since you gave me a mandate, and since it is not possible for me to act both as Government delegate of Chile and Chairman of a Committee, I would like to say to you in this plenary session not to remember Chile as being the country which chaired a Committee, nor would I ask you to think of it as a country which had a technical problem in the sphere of social security. We have many more and much more important problems, I wish this was the only one.

The Governments of the developing countries have numerous problems. My Government, in full democracy and in full freedom, is trying to solve these problems with the cooperation and the help of all – workers and employers. And I would like to say to you that it is a source of pride to me that at this session of the Conference no Workers' member of the Chilean Workers' delegation raised a voice to protest even once against the Chilean Government. This fills me with pride which I want to share with you.

I should like to thank the President for his kindness and I repeat that my country is ready to cooperate, from within the Governing Body, in the reform of this Organization for the benefit of all and for the welfare of the most underprivileged of this world.

Original Spanish: Mrs. HERNANDEZ OLIVA *(Government adviser and substitute delegate, Cuba)* – The question of technical cooperation under debate at this Conference introduces new perspectives and methods which could be beneficial since they advocate greater efficiency, a better use of resources and the achievement of the ILO objectives as defined in the Constitution and the Declaration of Philadelphia.

I would like to stress the importance of the link between technical cooperation and international labour standards, since these are the concrete expressions of the general objectives of the Organization.

The conclusions submitted to our approval recognize this conceptual basis for technical cooperation, but they also contain some contradictory aspects which may lead to doubts or to interpretations which go beyond the ILO's mandate.

The multidisciplinary teams are appropriate vehicles for achieving the aims of technical cooperation. But there are other means which we also consider very important, and which will enable the Organization to get closer to the realities and needs of its member States.

However, some doubt the effectiveness and orientation of these activities. In this connection, my delegation considers that in view of the opinions already put forward in the Governing Body and in the Committee on the Application of Standards at the last session of the Conference concerning the need to do away with any idea of linking technical assistance to political considerations in terms of compliance with international labour standards, these teams should serve all the States in their respective regions without any exclusions or preferences, taking as a starting-point for their activities the needs and priorities laid down by governments, in consultation with employers' and workers' organizations, and on the basis of national interests, with priority given to the programmes related to job creation, alleviation of poverty, improvement of conditions of life and work and the social protection of workers. All of these are aspects that fall within the ILO's terms of reference.

I add my voice to those calling for the adoption of this report, subject to the considerations I have just expressed, which I would like to have included in the Record of Proceedings.

Mr. JONZON *(Government delegate, Sweden)* – I simply call the attention of my colleagues to paragraph 23 of the Conclusions. Due to that paragraph, which is very precise indeed, this whole document will no doubt be an important input to the preparations of the meeting of the Committee on Technical Cooperation of the Governing Body next November. Therefore, we endorse these conclusions with the greatest pleasure.

Original Arabic: The PRESIDENT – I move on to the adoption of the Report. The adoption does not include only the report, but also the resolution and the conclusions submitted by the Committee.

We start by reviewing the Report and adopting it paragraph by paragraph. Are there any comments regarding paragraphs 1 to 96?

Original Spanish: Mrs. JIMENEZ *(Government adviser and substitute delegate, Mexico)* – The Government delegation of Mexico is aware of the importance of technical cooperation as a privileged instrument for achieving the objectives of the ILO and of its contribution to the development of countries and social progress. We therefore wish to express our appreciation at the setting up of this committee. As regards the report, we are sorry not to be able to support it entirely, particularly as regards its conclusions, and we would like to put on record that if the Committee had been able to vote, Mexico would have abstained because of our concern at the way in which the essential priorities proposed for the present decade were established.

In fact the first priority above all others were not recognized, namely the ILO's mandate for activities to promote development and social justice, such as the creation of employment. For this same reason, the Government delegation of Mexico, in supporting the Programme and Budget for 1994-95, reserved its position concerning the priorities laid down by the ILO, as it also did in the Governing Body on the document respecting international labour standards and technical cooperation.

We are concerned at the fact that the concept of cooperation may be distorted if it is not endowed with the guarantees to exclude any political conditionality from technical cooperation activities. We are also concerned at the fact that the paragraphs on priority areas were adopted without the consensus of the Committee and with the abstention of a full group, especially since tripartism is one of the basic principles on which all the practical activities of the ILO are based.

I cannot fail to mention the surprise of my delegation at the fact that precisely at a Committee on Technical Cooperation it should have been considered that the training of human resources does not count among the essential priorities of technical cooperation for the 1990s, and we here are talking about the fourth decade of the International Strategy for the Fourth United Nations Development Decade. As structural change policies are being applied in most parts of the world when the training of human resources is an essential factor for the success of these policies over and above purely economic circumstances, human resource development is an essential condition for true economic and social progress in any part of the world.

For all these reasons, the Government delegation of Mexico wishes to put on record its reservation concerning the priorities for technical cooperation laid down in this report, the resolution and the conclusions concerning the role of the ILO in technical cooperation.

Original Arabic: The PRESIDENT – If there are no objections, I shall take it that the report of the Committee on Technical Cooperation, paragraphs 1 to 96, is adopted, with the reservations expressed by the delegation of Mexico.

(The report is adopted, paragraphs 1 to 96.)

RESOLUTION CONCERNING THE ROLE OF THE ILO IN TECHNICAL COOPERATION, SUBMITTED BY THE COMMITTEE ON TECHNICAL COOPERATION: ADOPTION

Original Arabic: The PRESIDENT – We move on to the adoption of the resolution concerning the role of the ILO in technical cooperation.

If there are no objections, I shall take it that the resolution is adopted.

(The resolution is adopted.)

CONCLUSIONS CONCERNING THE ROLE OF THE ILO IN TECHNICAL COOPERATION, SUBMITTED BY THE COMMITTEE ON TECHNICAL COOPERATION: ADOPTION

Original Arabic: The PRESIDENT – We now move on to the adoption of the conclusions concerning the role of the ILO in technical cooperation, part by part, paragraphs 1 to 52.

If there are no objections, I shall take it that paragraphs 1 to 52 are adopted.

(The conclusions are adopted.)

REPORT OF THE RESOLUTIONS COMMITTEE: SUBMISSION, DISCUSSION AND ADOPTION

Original Arabic: The PRESIDENT – Now we move on to the third item on our agenda – the report of the Resolutions Committee, which is found in *Provisional Record* No. 26. It is my pleasure to invite officers of the Committee to come to the rostrum – the Chairman of the Committee and Reporter, Mr. Mascia, Government member, Italy, the Employer Vice-Chairman, Mr. Castle, the Employers' member, United Kingdom, and the Worker Vice-Chairman, Mr. Tapiola, Workers' member, Finland.

I give the floor to Mr. Mascia, Chairman and Reporter of the Committee, to present the Committee's report.

Mr. MASCIA *(Government member, Italy; Chairman and Reporter of the Resolutions Committee)* – It is my pleasure and my privilege to present on behalf of the Resolutions Committee the results of our deliberations as they are reflected in the report before you. The document includes the draft text of the resolution adopted unanimously and without voting by the Committee. In fact, the Committee first decided to merge four draft resolutions into a main one on social protection and then to give to that resolution the highest priority among the 12 referred to it.

The resolution, which concerns social protection and the alleviation of unemployment and poverty and the social dimension of structural adjustment and the transition to a market economy, deals with an important subject containing a number of important issues of concern to a large number of people in many countries. The resolution in fact echoes the Report of the Director-General to the present session of the Conference on social insurance and social protection.

I am glad to report that we had an in-depth discussion in which a number of delegates participated and which included the submission of some 70 amendments. Contributions to our work came from all circles, from developing as well as industrialized countries, from countries in transition to a market economy, and from the Employers' group as well as from the Workers' group.

All agreed that the resolution adopted will strengthen the capacity of the International Labour Organization to play a major role in helping governments in all parts of the world to deal with the social consequences of structural adjustment. The resolution invites, for example, government and, where appropriate, employers' and workers' organizations to incorporate social protection measures in the initiation, design and implementation of structural adjustment programmes and programmes of transition to a market economy by taking into account their impact on employment, incomes, poverty and the well-being of the whole population. They are also invited to make the alleviation of poverty and unemployment and the need to promote job creation the principal goals of their economic and social policies.

The resolution refers specifically to the World Summit for Social Development and invites them to continue to promote tripartite cooperation in this regard. The Governing Body is also invited to ask the Director-General to take measures to ensure an essential contribution by the ILO through its tripartite structure to the preparation, convening and follow-up of the World Summit, giving particular emphasis to issues which are within the scope of the ILO mandate, such as the elimination of poverty, the promotion of full, freely chosen and productive employment, social protection and freedom of association.

The Director-General is requested to ensure that the problems of poverty, exclusion and unemployment, as well as the need to promote job creation and access to employment and social protection for disadvantaged groups, are given due attention in the preparation of the Second High-Level Meeting on Employment and Structural Adjustment. He is requested to develop, intensify and institutionalize close cooperation with the international financial institutions, such as the IMF, the World Bank and the regional reconstruction and development banks.

I do not wish to elaborate further on the resolution you have read, but I cannot conclude without mentioning the fact that this year we tested the electronic vote in the Resolutions Committee. However, for this first test we retained the traditional voting system and the electronic vote had no legal value. The experiment gave encouraging results, although it was still performed on a roll-call basis and not simultaneously as it will be in the future when we can use it alone.

It was a very good year for the Resolutions Committee, as you can judge from the quality of our work. Due to my lack of experience as Chairman of an ILO meeting, I knew that my task in the Committee would be a difficult one, especially in the Resolutions Committee. Yet I can admit today that day by day, as we proceeded with our deliberations, I started to enjoy my new job and I am very proud to say that the Committee carried out its work in a most cooperative spirit and in an excellent informal atmosphere. As proof of this constructive mood, let me say that the Committee had to resort to a vote only once, an achievement with few precedents in the Resolutions Committee.

In mentioning this very constructive atmosphere, I would like to express my warm thanks to Mr. Castle, the Employer Vice-Chairman of the Resolutions Committee, and to Mr. Tapiola, the Worker Vice-Chairman, whose talents and experience helped me considerably in my work. I also wish to thank the Government delegates for their trust, their assistance and their positive contribution to the work of the Committee. Finally, I remain in debt to the secretariat for their invaluable support and for their reassuring competence.

Mr. CASTLE *(Employers' member, United Kingdom; Vice-Chairman of the Resolutions Committee)* – I am here as an Employers' representative and I know that in our plenary from time to time I was called Mr. Tapiola, so we are quite happy to change from time to time.

The fact that I stand here one day earlier than I was expecting to and that I shall be able to see my grand-daughter one day earlier than I had planned, must be a tribute to the efficiency and wisdom with which you have led this session of the Conference and with which your Vice-Presidents have contributed to help you to lead us to such an early close.

On behalf of the Employers' members of the Resolutions Committee at the 80th Session of the International Labour Conference, I am pleased to recommend without reservation the adoption by the Conference of two things: first, the report of the Committee, and secondly, the resolution concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy.

It has been put together with meticulous attention to detail. Every word has been carefully considered. It is a balanced resolution. It is the product of the search for consensus by persons from different backgrounds, different cultures and coming from countries in different stages of economic development. It is not a Shakespearean classic, it is a good ILO resolution, in good ILO English, dealing with some important problems prevalent in the world today.

And the Employers' group is particularly pleased that it invites governments, and where appropriate, employers' and workers' organizations to take measures to protect workers to the fullest extent possible against the adverse effects of structural change. May I add that in this instance perhaps this should apply to the members of the Resolutions Committee who will be subject to structural change not next year but the year after.

Governments are invited to develop policies for economic growth and employment generation which will contribute to the strengthening of social protection systems based on the principles of ensuring solidarity and shared responsibility. This is certainly something that we endorse. We also endorse the fact that governments are invited to make the alleviation of poverty and unemployment and the need to promote job creation principal goals of economic and social policy.

We welcome the fact that we were able to invite them to encourage policies which reduce exclusion and marginalization. Through the Governing Body and the Director-General we have invited the ILO to provide advisory services and technical cooperation in the context of these objectives. And we have requested the ILO to ensure that the problems of poverty exclusion and unemployment, a need to promote job creation and access to employment and social protection and the disadvantaged groups are given due attention in the preparation of the Second High-Level Meeting on Employment and Structural Adjustment. We also hope that the ILO will take the measures necessary to ensure the essential contribution of the ILO at the World Summit for Social Development.

Although the Resolutions Committee has only one resolution to put before the Conference it has not wasted its time, contrary to what some observers may think. In six working sessions, or in the 18 hours at our disposal, the Committee had 58 individual statements during the general discussion of the first three draft resolutions, with approximately 70 amendments proposed in the case of the resolution which we eventually adopted. I think we would have been hard put to do much more than that.

The Employers' group was grateful that so many members of the Resolutions Committee voted in favour of the draft resolution, submitted by Employers, to give it a second place in the order of priorities this year. The draft resolution concerning the commemoration of the 75th anniversary of the ILO was intended to set the scene for a full and constructive debate about the future role of the ILO which is likely to be held in 1994. It was intended to start a thinking process, it was not an attack on anyone. A thinking process which might lead to the adoption of a charter, containing the fundamental orientations of the ILO for the next 75 years, perhaps much like the Declaration of Philadelphia had been in 1944.

But in spite of the high priority given to the draft resolution, the Employers' group noticed that some members of the Committee had misunderstood the objective of the resolution. I would like to take this opportunity, as we did during the general discussion in Committee, to reaffirm the Employers' continued commitment to the fundamental values of the ILO. The draft proposal was intended to initiate a forward-looking discussion to define how these values should be given expression in the future.

All healthy and worthwhile organizations remain healthy and relevant because of their willingness to look at themselves from time to time to review their priorities and methods of work, and the ILO should do the same.

The Employers' group is satisfied that although time did not allow the proposed resolution to be discussed in detail, a wide-ranging general discussion was started in the Committee, and as far as we are concerned the main objective of proposing the resolution has been achieved.

While satisfied on this count, the Employers' group was nevertheless disappointed that time did not allow the Committee to adopt the proposed resolutions on human rights and child labour. These are subjects which in the interest of social justice need the attention of governments, employers' and workers' organizations everywhere.

This year we experimented with electronic voting in our committee when selecting the order of priority for the discussion of the proposed resolutions. Next year the Resolutions Committee will operate under a new schedule of work.

It has now been 20 years since I first took an interest in the work of the Resolutions Committee. In view of this experience I would like to permit myself to make a few comments on the proposed changes. During the weekend I examined various scenarios to assess what benefit the change to electronic voting would bring to the operation of our committee and what impact the new work schedules would have on the efficiency of our work, and they are here.

In the case of electronic voting I have come to the conclusion that although this will speed up the process of voting and of receiving the results of the vote, electronic voting will not make any significant difference to the pace at which the overall work of the committee will be able to proceed. I recommend therefore that careful consideration be given to the cost-benefit elements involved in the move to electronic voting in the Resolutions Committee before a final decision is taken.

In the case of the new work schedules, I believe that in a standard year the Committee will be hard pressed to achieve the general discussion of three resolutions and the adoption of two. I also estimate that in a year in which accelerated progress is possible because all the resolutions selected for discussion are simple and non-controversial, it would be unrealistic to expect the Resolutions Committee to do more than achieve the general discussion of four resolutions and the adoption of three, if they are lucky.

This raises the question of assessment of the role and quality of the work of the Resolutions Committee. All other committees in the Conference have clear missions and clear objectives that are easily understood. In the case of the Resolutions Committee, it is difficult to find a common perception of its mission and of its objectives among the delegates attending the Conference. Is it not time for the performance of the Resolutions Committee to be assessed against a set of more meaningful criteria than an inflated expectation of the number of resolutions to be adopted during a Conference? Is this not one of the issues that could be looked at during the forthcoming review of the work of this Organization? I believe it is.

Before I leave this rostrum I would like to pay a tribute to our Chairman, who conducted our work with a light touch and with the elegance that is so characteristic of the artists of his native Italy. It is always a pleasure to compete with Mr. Tapiola, either in composing music for *études* or pulling rabbits out of a hat or in playing with words. I have done so for many years and in different areas and I hope to be able to continue.

Mr. TAPIOLA *(Workers' member, Finland; Worker Vice-Chairman)* – I must admit that sometimes last week I had an uneasy feeling. The going was somewhat rough in the traditional way of the Resolutions Committee, at the pace of about 10 minutes per amendment – and there were quite a few of them – and, short of a record vote, most other measures allowed in the book were used and even the Legal Adviser was reminded that the Committee existed. But in the end all went well and I am convinced that not only the Workers' group but the whole Conference can be satisfied.

The Resolutions Committee continues to function and to produce texts which are not only in the mainstream but in immediate touch with the core of the ILO. In addition, as a by-product to the resolutions we actually adopt we get a good reading of what else is on the minds of the constituents. On occasions this can be as important for the future of the ILO as the specific sets of words we adopt on a given topic. I hope that this will be remembered in the not too distant future, 1995, when we have no Resolutions Committee, if someone wants the Conference to express its view on something he or she feels to be timely and important.

The Resolutions Committee is the instrument with which to take the pulse of the Conference, to sort out priority concerns of its constituents and even individual delegates. I know that we have agreed to shelve this Committee every second year after 1995 and I am not crying over spilt milk here. However, I just want to leave you with one modest little question. Would we be better able to anticipate our discussions next year if we had not had a Resolutions Committee this year? I am not suggesting an answer as, by definition, the Workers' Vice-Chairman of the Resolutions Committee is not impartial on this issue.

Before addressing the outcome of the Resolutions Committee and the very well prepared report, let me make some observations on the work of the Committee itself.

We have been blessed with good chairpersons over the last years, and Mr. Mascia joins a line of eminent predecessors. All of them have carried out their tasks in a creative manner, one of them has presided excellently over the Apartheid Committee this year. I particularly remember that the other year Mr. Vargas Campos suggested, on the basis of his own experience, improvements in the methods of work of the Committee, such as a more frequent use of working groups.

This year we in fact expanded on a practice, which was only cautiously and furtively used earlier, of having short breaks for consultations and even joint drafting, there and then on the floor of the Committee.

This process has helped us to know one another and one another's concerns still better. Maybe we can build on this practice for the future.

Another observation is that, if we work a bit more on the practice of merging texts, we may well find out that the most important – and most productive – part of the work of the Committee may sometimes be done before the priority vote, not after it. With shorter Conferences, this is something we should seriously contemplate.

Of course merging is possible only if we address the same priority issues. In that respect, this year's outcome is interesting. It would seem obvious that there is significant common concern regarding, for instance, human and trade union rights and child labour.

It is also equally evident that we have a need to discuss in depth the way in which our Organization functions, including its standard-setting activities in the light of the 75th anniversary of the ILO next year.

The Workers' group was opposed to the way in which the role and responsibilities of the ILO and its standard-setting activities were presented in some of the draft resolutions; but they did get a significant amount of votes when priorities were determined. We of course happen to believe that at least part of the voters were misled, but we certainly cannot ignore the result, and we will focus on our own argument.

As we indicated in the general discussion on the resolution which received the second highest priority – but did not make it much further – the Workers' group is ready to continue to treat the issue of intensifying the ILO's work constructively, and we will be putting forward our own proposals to that effect. We may even eventually produce a resolution whose text matches its title and takes account of everybody's concerns.

I should now like to turn to the resolution concerning social protection and the alleviation of unemployment and poverty and the social dimension of structural adjustment and transition to a market economy.

Usually, our resolutions have a rather long, even indeterminable time-frame. This time we have been more specific. The World Summit on Social Development will take place early in 1995. We have a priority programme in the ILO on poverty in the biennium 1994-95. We expect that there will be a High-Level Meeting on Structural Adjustment and Employment next year.

The resolution treats these issues separately, while linking them together.

The main immediate aim is to put the leadership and support of the Conference behind the ILO's preparations for the Social Summit. The Governing Body and its Working Party on the Summit will no doubt use this resolution as a guide for their contribution to the preparations.

The resolution, among other things, emphasizes tripartism in the preparations and in the Summit itself, including tripartite participation in it. I should like to express the hope that all national tripartite ILO Committees will soon discuss their role and the participation of workers' and employers' organizations in the Summit process and in the Summit itself.

The long-term aim of the resolution is the follow-up of both the Social Summit and the ILO's programme against poverty. The resolution does not say in specific terms what that follow-up should be. It can involve a variety of things: research, technical cooperation, reaffirming or revising existing standards, or proposing new ones in the field of social protection. That is something which will be debated and decided in due course.

This resolution pays particular attention to the concerns of developing countries and countries in transition. I would like to thank the Government representatives from those groups as well as those from the industrialized market economies for their cooperation in the Committee.

My particular thanks go to the representatives of Germany and the Russian Federation with whom we negotiated a merger, and to the Government representatives of India, Tunisia and Egypt, with whom we had a constructive dialogue on how to get our message across. Naturally these thanks extend also to the governments who are always active in the Committee, including the Governments of the United Kingdom, Denmark, Sweden, France, etc.

I have already said that Mr. Mascia will join the ranks of great Chairpersons of the Committee, and the Office has been its usual friendly and competent self.

Finally, having told you how rewarding it has been to work with governments, let me say that all of this would not have been possible without the alert, knowledgeable, skilful and sometimes deviously constructive participation of the Employers' Vice-Chairman, Mr. Castle.

The other day in a private discussion, he heard me say something which seemed to surprise him a little. So I would like to repeat from this podium what I said and propose that the day the Conference faces chaos because it has not scheduled a Resolutions Committee, I shall be ready to join him in finding an emergency solution, not only in a spirit of enterprise but also in a cost-effective manner.

In the meanwhile, I propose that we now adopt this report and the resolution and continue to prepare to adopt more resolutions in the future.

Original Arabic: The PRESIDENT – If there are no further speakers, we can proceed to the adoption of the report, that is paragraphs 1 to 335. If there are no objections, I shall consider the report adopted.

(The report is adopted, paragraphs 1 to 335.)

RESOLUTION CONCERNING SOCIAL PROTECTION AND THE ALLEVIATION OF UNEMPLOYMENT AND POVERTY, AND THE SOCIAL DIMENSION OF STRUCTURAL ADJUSTMENT AND TRANSITION TO A MARKET ECONOMY, SUBMITTED BY THE RESOLUTIONS COMMITTEE: ADOPTION

Original Arabic: The PRESIDENT – If there are no objections, can I consider that the resolution concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy is adopted?

(The resolution is adopted.)

(The Conference adjourned at 4.30 p.m.)

CORRIGENDA

Provisional Record No. 19: page 14, left-hand column, speech by Mrs. Célestin Saurel, Minister of Social Affairs, Haiti. In the second full paragraph, the second sentence should begin: “Another way of governing can inspire ...”.

Provisional Record No. 25: on page 31 the third paragraph beginning “In addition ...” should be deleted and on pages 31 and 32, the text between the fourth full paragraph of the right-hand column (“The Workers' members ...”) and the end of the third full paragraph of the right-hand column on page 32 (“... upon their request.”) should be removed and added to the end of the information concerning Cuba (Convention No. 87) on page 38, and preceded by the following paragraph:

“In addition, a Government representative reiterated the written information presented by her Government with respect to the right of workers to establish trade union organizations as they wished in conformity with section 13 of the Labour Code. As for the conclusions formulated by the Committee on Freedom of Association mentioned by the Experts, she stated that they had been changed at the 286th Session of the Governing Body and that independently of any interpretation the real and objective fact was that the person who had made the propaganda of the ICFTU was not a trade unionist and, in addition, he had not followed up, in writing, the letter containing the request for information which had served as the basis for the ICFTU's complaint.”

Provisional Record No. 25: The beginning of the first sentence in the observation concerning Japan on page 40 (Convention No. 87), should be replaced by the following:

“A Government representative stated that the basic observations of the Government on the question of the right to organize of fire-fighting personnel had been given in its previous annual reports sent to the Office and that since 1990 periodic consultations between the responsible ministries and the All-Prefectural Municipal Workers' Union (JICHIRO) had been taking place and they had agreed to consult each other so as to find a solution ...”.

Provisional Record No. 25: On page 51 the following should be added after the observations of the Committee concerning Japan (Convention No. 100):

“The Government member of Japan stated that she had a few things to say about the beginning of the conclusions adopted by the Committee, although she was not asking for changes. The beginning of the conclusions was an inexact citation of the Government which had not stated that it intended to introduce changes of policies directly aimed at applying the Convention but rather that it wished to examine related policies which would result in the narrowing of the average wage gaps between men and women which was an indirect aim of the Convention.”

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PRINTED IN SWITZERLAND

International Labour Conference

Provisional Record

Eightieth Session, Geneva, 1993

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Twenty-seventh sitting

Tuesday, 22 June 1993, 10.15 a.m.

President: Mr. Abdel-Hak

COMMUNICATION TO THE CONFERENCE

The CLERK OF THE CONFERENCE – I have pleasure in informing the Conference that the Director-General of the ILO has registered the ratification by Japan of the Hygiene (Commerce and Offices), Convention, 1964 (No. 120). This brings the total number of ratifications of international labour Conventions to 5,953.

I also have pleasure in announcing that the Republic of Bosnia and Herzegovina has confirmed that it continues to be bound by the obligations of 66 Conventions ratified by the former Yugoslavia which were in force in its territory when it became an independent State.

The Republic of Croatia has confirmed that it considers itself bound by the obligations of 24 Conventions ratified by the former Yugoslavia which were in force in its territory when it became an independent State.

The Republic of Estonia has confirmed that it continues to be bound by the obligations of 21 Conventions it ratified between 1922 and 1938.

The Republic of Kyrgyzstan has confirmed that it continues to be bound by the obligations of 42 Conventions ratified by the former USSR, which were in force in its territory when it became an independent State.

Lastly, the Slovak Republic has confirmed that it continues to be bound by the obligations of 57 Conventions ratified by the former Czechoslovakia which were in force in its territory when it became an independent State.

REPORT OF THE COMMITTEE ON PART-TIME WORK: SUBMISSION, DISCUSSION AND ADOPTION

Original Arabic: The PRESIDENT – We now come to the Report of the Committee on Part-time Work. I have pleasure in asking Mr. Rood, Government member, Netherlands, Chairman of the Committee; Mr. Noakes, Employers' member, Australia, Vice-Chairman; Mrs. Van de Burg, Workers' member Netherlands, Vice-Chairwoman; and Mrs. Samuel, Government member, Cyprus, Reporter of the Committee, to come to the rostrum.

I have the honour to ask Mrs. Samuel, Reporter of the Committee, to submit the report.

Mrs. SAMUEL *(Government member, Cyprus)* – It has been my pleasure to serve as the Reporter of the Committee on Part-time Work. The Committee was assigned the difficult task of developing international labour standards covering a very important but controversial phenomenon. Today, I am proud and happy to inform the Conference that all the predictions that life in the Committee on Part-time Work would be difficult, if not impossible, were completely wrong. Thanks to the very able chairmanship of Mr. Rood, the constructive attitude of both Vice-Chairpersons, Mr. Noakes and Mrs. Van de Burg, the conciliatory interventions of the Government members of the Committee, the careful work of the drafting Committee and, of course, the wise guidance and assistance by the representative of the Secretary-General, Mr. Dumont, and his team, the Committee has managed to carry out its work in an efficient way and has prepared a firm foundation for next year's discussions.

Part-time work now involves more than 60 million workers in industrial market economies, and as we learned in the Committee, it is of increasing interest to developing countries. A very large proportion of these workers are women.

Part-time work has come to be widely accepted because it offers advantages for both employers and workers. Employers are better able to cover peak periods of demand and in general to adapt schedules to the requirements of the enterprise. Workers may for their own personal reasons, such as for example their family responsibilities, have a preference for this type of employment. Moreover, part-time work can contribute to the expansion of employment and increase flexibility in the labour market.

The constructive work of the Committee was based on two important ideas that were accepted by everyone. The first is that part-time work should be freely chosen and not imposed on workers. Agreement on this did much to allay the fears of the workers. The second important idea was that protection of part-time workers should be considered in comparison to full-time workers with the same type of employment relationship and with the same or a similar type of work or occupation. In this case, it was the employers who were reassured.

The Report that you have before you details the deliberations that were held in the Committee. I hope that it will be widely studied before next year, because it treats a number of key questions in a very serious way. I will not attempt to summarize all that we discussed, but I would like to mention the most important points that have been adopted.

First, the Committee decided that the Conference should adopt international labour standards on part-time work, and these standards should take the form of a Convention completed by a Recommendation.

In spite of the reservations of the Employers' members, this is a very significant result that shows the vitality of the tripartite processes of our Organization.

The definition of "part-time worker" overcame a number of problems of interpretation and is one of the most fundamental results of the work of the Committee. As I have already noted, it is based on the consideration of part-time workers in relation to comparable full-time workers.

The proposed Convention contains a number of provisions that increase its flexibility for ratifying countries. The most important is the possibility of excluding particular categories of workers or of enterprises from its scope, the coverage of which would raise problems of a substantial nature. This provision and others led many governments to indicate that they foresaw real possibilities for ratification.

The proposed Convention provides that more favourable protection established by other international labour Conventions should not be affected and that measures should be taken to ensure that part-time workers receive the same protection as comparable full-time workers concerning the right to organize, occupational safety and health and discrimination in employment and occupation. It also provides that basic wages should not be lower for part-time workers than comparable full-time workers.

Other measures in the Convention relate to statutory social security schemes, maternity protection, termination of employment and paid annual leave and public holidays. For these areas in which part-time workers should enjoy equivalent conditions to those of comparable full-time workers, yet another form of flexibility is provided through the possibility of thresholds for access to this protection, established and reviewed in consultation with the most representative organizations of employers and workers.

The promotion of part-time work proved very controversial, but it was possible to reach agreement to include in the Convention measures to facilitate access to productive and freely chosen part-time work meeting the needs of employers and workers. These measures include the review of legislation that may prevent or discourage recourse to or acceptance of part-time work, the use of employment services to identify and publicize possibilities for part-time work and special attention to the needs and preferences of specific groups of workers.

It was also agreed to include a provision on the transfer of workers from full-time to part-time work or vice versa, which should be freely chosen within limits.

As you can see, a Convention is proposed which is flexible and ratifiable by a large number of member States. The interests of employers and workers are well balanced. This is an extremely encouraging and, if I may say so, somewhat unexpected result.

The proposed Recommendation complements the Convention by illustrating how it may be applied and by indicating additional areas to which protection for part-time workers should be extended. It covers, among other points, the consultation of workers and their representatives on the general introduction or extension of part-time work, written or other information for part-time workers on their specific conditions of employment, adaptation of social security schemes, access to private occupational schemes that supplement social security, compensation, access to welfare facilities, work schedules, leave, dismissal, transfers and access to training, career opportunities and occupational mobility. It also incorporates a controversial provision that where obligations on employers depend on the number of their employees, part-time workers should be given less weight than full-time workers unless this would not be appropriate, for example for reasons of occupational safety and health.

In a nutshell it can be said that the Committee on Part-time Work has done an excellent job, thanks to its officers, its members and the support of the Office.

I invite the Conference to adopt the report and conclusions of the Committee. I also invite you to adopt the resolution to place on the agenda of the next ordinary session of the International Labour Conference an item entitled "Part-time work".

Mr. NOAKES *(Employers' member, Australia; Employer Vice-Chairman of the Committee on Part-time Work)* – Please allow me to congratulate the President on his election to this high office and on the distinguished manner in which he has presided over the deliberations of this session of the International Labour Conference.

The Conference now has before it the report of the Committee on Part-time Work, a report which represents the outcome of the first discussion of this item.

This is a report which should receive the support of the Conference, constituting as it does an excellent record of the Committee's proceedings.

The Employer members of the Committee entered into the discussions with a firm position of opposition to the adoption of standards on part-time work and that remains their position at the end of the first discussion.

They have stressed the importance of part-time work in many countries and its indispensable contribution to the efficient functioning of modern economies.

Part-time work is in fact a legitimate pattern of working activity which has grown significantly in importance in recent decades. There are of course sound reasons for these developments. Structural change has resulted in the growth of service industries which by their nature require a highly flexible method of operation in order to meet consumer demands and requirements. Furthermore, the growing complexity of many traditional industries requires extended working patterns and the use of part-time workers in order to supplement full-time workers.

These developments have coincided with a desire on the part of employees themselves to have a greater degree of freedom of choice about their working arrangements. Many employees seek to combine their family responsibilities, their education and training or their retirement plans with part-time work. There has thus emerged a growing consensus between employers and employees about the advantages of part-time work in various circumstances.

In addition, part-time work plays an important role in job creation and is especially significant for small businesses, which have in many countries held a dominant position in relation to the provision of employment opportunities. Frequently, part-time work enables work experience and skills to be obtained which would otherwise not be obtained and employees are thus able to use part-time work as a stepping-stone to full-time work, if that is what they wish.

These developments have led to the acceptance of part-time work as a normal and legitimate form of working activity.

The Employer members of the Committee were therefore pleased to note that the economic importance of part-time work was recognized both in the Committee's discussions and in the texts now presented.

Nevertheless, they remain convinced that part-time work is not a suitable subject for regulation through ILO instruments, since by its very nature it requires a high degree of flexibility and any instrument must detract from that flexibility. This, of course, would be particularly the case in the event of the adoption of a Convention.

Therefore, while we support the adoption of this report, we remain at this stage opposed to the eventual adoption of any instrument.

The discussions within the Committee were carried out in a highly constructive manner and this resulted in a number of changes to the Office text. Some of these changes will be welcomed by Employers.

The definition of part-time work is central to the consideration of the Committee's report. It was a matter of major concern to us that the original text did not differentiate between the distinct types of part-time work and thus it encouraged inappropriate comparisons between part-time work with a high degree of regularity or continuity and other forms of part-time work such as casual, temporary or seasonal work which do not have those characteristics.

The concept of a "comparable full-time worker" which has been incorporated into the definition and into many of the operative provisions of the proposed instruments represents a much better approach. It means that comparisons will only be made between part-time workers and full-time workers where there is a similar type of employment relationship and where the same type of work is being carried out.

This definition is central to both proposed instruments and its effect on enterprise operations and costs needs to receive further careful consideration.

There are a number of provisions in the proposed instruments which also need to be carefully considered and about which employers are particularly concerned and I wish to mention, briefly, some of those provisions.

Firstly, the proposed instruments seek to provide extensive protection for part-time workers in the area of social security. The relevant provisions raise complex economic and social issues which in our view did not receive sufficient consideration in our discussions. For example, the cost effects on current schemes and proposed future schemes of social security will need to be thought through in the period leading up to next year's discussion. The concept of progressive reduction of thresholds for participation of part-time workers in such schemes also needs to be carefully assessed for its administrative and other cost effects.

Secondly, and in a similar context, the provisions dealing with the treatment of part-time workers in relation to private occupational schemes which supplement or replace statutory social security schemes will cause concern to employers.

Thirdly, stronger provisions are required in the texts concerning the proportional calculation of part-time workers when thresholds for the imposition of obligations on employers are being applied. This is a matter of great importance to small businesses for which these thresholds provide protection from cost disadvantages.

Fourthly, there are a number of provisions of the conclusions which will affect the flexibility of operation of establishments which employ, or wish to employ, part-time workers. These include the provisions concerning the need for consultation about the general introduction or extension of part-time work, the totally inappropriate suggestion that changes in agreed work schedules should be subject to restrictions and the similarly inappropriate notion of a right to transfer to part-time work in certain circumstances.

Fifthly, the provisions which seek to establish protection for part-time workers in relation to basic wages and financial compensation additional to basic wages will result in additional costs for employers of part-time workers and thus constitute a disincentive to part-time work. The same can be said about the protection envisaged in relation to maternity, termination of employment, paid annual leave and paid public holidays, and the proposed progressive reduction of thresholds for such protection.

Finally, I wish to say something about the promotional measures for part-time work which are contained in the conclusions.

It is clear that the Governing Body, in deciding to place the item of part-time work on the Conference agenda, expected coverage of both the protective and promotional aspects of part-time work. It is also clear that the Office text has been weakened to a considerable extent as the result of a reluctance on the part of some governments to support promotional measures in this area. In the second discussion we will seek a strengthening of these provisions so that part-time work can, to the fullest extent, play its important role in job creation.

In short, we will approach next year's discussions with a determination to secure substantial improvements in the conclusions now being presented.

However, it is also important that I provide some general reflections on this year's discussions from the perspective of the Employer members of the Committee.

It was, we believe, a matter of regret that the Office reports and the texts proposed concentrated to such a large extent upon the experience of and prospects for developed countries in relation to part-time work. We believe that part-time work is also of importance and potential importance for many developing countries and should be dealt with in that light. If it is not so dealt with then the risk of inappropriate instruments being proposed and adopted is inevitably greatly increased. In addition, of course, instruments of limited relevance to most member States will have little prospect of extensive application. We hope that governments of developing countries will play a more substantial role in the second discussion and that their concerns will be more fully reflected in the results of that discussion.

I also wish to express the satisfaction of the Employer members of the Committee concerning the atmosphere in which the first discussion of this item took place. It was indeed a pleasure for us to work in this Committee and we appreciated the harmonious and constructive nature of the discussions. That this was possible, while dealing with a difficult and controversial issue, was largely due to the expertise and charm of our Chairman. Mr. Rood's skills, courtesy, tact and good humour guided us in the right direction throughout our work and we are extremely grateful to him.

We would also like to express our thanks to our Reporter, Mrs. Samuel, for her excellent work in connection with the preparation of the Committee's report. We are also grateful to the representative of the Secretary-General and the staff of the secretariat for their untiring and highly skilled work throughout our discussions.

Finally, I wish to express our thanks and my personal appreciation for the manner in which the Workers' Vice-Chairwoman approached and dealt with this year's discussions. Mrs. van de Burg pursued her objectives firmly, but not so firmly that agreement and understanding became impossible. Indeed, her willingness to understand points of view opposite to her own and to seek a resolution of differences where they existed made a very large contribution to the constructive nature of the discussions.

With the reservations I have expressed, I endorse this report and I support its adoption by the Conference.

Mrs. VAN DE BURG *(Workers' member, Netherlands; Worker Vice-Chairwoman of the Committee on Part-time Work)* – Is the standard-setting task of the ILO obsolete? Are the issues for initiating new universal labour Conventions and Recommendations exhausted? And do the global economic trends of structural adjustment, flexibility and deregularization detract from their importance or at most place it somewhere on the margin?

These were questions that weighed heavily on the Committee on Part-time Work at this session.

Employers wanted to make us believe that part-time work is just another phenomenon of employment expansion that should be promoted and applauded without major restrictions. Governments fear that offering part-workers the full protection that full-time workers enjoy in social security and other aspects of legislation and public provisions would, even on a proportionate and pro rata basis, generate costs and make the exploitation of part-time work less attractive for employers.

From the point of view of the Workers' group at this session of the Conference, part-time work should essentially be normal work, with all workers' rights and protection, where appropriate, granted on a pro rata basis in accordance with the number of hours worked. Part-time workers should not be inferior, second-class workers with a lower status or be deprived of the protection that has been built up by the labour movement and placed on record in international labour standards and national labour legislation. That is exactly why we included in the Proposed Conclusions with a view to a Recommendation that part-time work should be available and accessible at all levels of the enterprise and in skilled jobs and managerial positions.

In some industrialized countries we can notice such a trend already. There people like you and me enjoying reasonable standards of living who can afford to work less time, redefining jobs so as to enlarge the chances of the jobless to find employment and thereby facilitating a more equal sharing of the work. But for most countries this road to a redivision of labour is a futuristic idea. Our colleagues are now confronted with part-time work as a new concept of labour exploitation, in which employers profit from the high productivity and a low costs of part-time labour. In these circumstances working part time is not a free choice but an unambiguously forced undertaking due to the lack of full-time and full-fledged job opportunities offering better income prospects. This is what from the workers' side has been the background for our approach to the discussion in the Committee on Part-time Work. We have continuously emphasized that part-time work should be freely chosen employment and not a passport to cheap labour, and although we recognize to our regret that not all the newly invented and introduced excesses of the cheap labour concept can be dealt with in these instruments, we are convinced that the Proposed Conclusions with a view to a Convention and Recommendation on part-time work that have been drafted at this session will prove to be very useful.

In such an international labour standard the emphasis should of course be on the protection of part-time workers. In fact, that should have been so evident that separate standard setting should have been superfluous. If part-timers were treated fully equally to full-time workers all other international labour Conventions and Recommendations and all normal national laws and regulations would fully apply to them. In the preamble of the proposed instruments we refer to some of these international labour standards that are particularly relevant and in the first provision after the definition, we state that these new standards should not affect more favourable provisions granted under other Conventions. However, since reality shows that this equal treatment is not so evident as it should be, the Workers' group is fully convinced of the usefulness and necessity of a special instrument consisting of a Convention and a Recommendation, as outlined in the proposed conclusions. We fully support these conclusions and most of the proposed provisions.

As I said, our emphasis lay on protection measures. As is outlined in several parts of the proposed conclusions with a view to a Recommendation, part-time workers should have access to all the rights and protections that have been built up for full-time workers, comparable full-time workers, as the definition says, and this means, and this cannot be stressed too often, that the only difference of actual working hours does not make part-time workers a different type of worker who is not comparable with full-time workers in the same establishment. The proposed instrument provides in the opinion of the Workers' group the equal treatment that we find desirable, where appropriate with full protection or in other cases with rights which are proportional to the number of hours worked. Sometimes only equity is recommended, particularly with respect to provisions that are, I am sorry to say, not really common for workers in general.

On close examination I am convinced that the Proposed Conclusions give a balanced set of provisions for a universal modern and up-to-date widely applicable Convention to be further refined and polished at next year's session, and which will be adopted by unanimity or near unanimity, despite all comments and critical opinions in advance from the Employers' side.

I can assure you that we from the Workers' side will enter next year's discussions very determined with a view to the adoption of such a Convention and never mind the deletion of that expression in the final resolution of our committee, and the declaration of opposition from Mr. Noakes. We hope for a constructive and cooperative approach from the Employers' side as well. As we have said, this Convention should also be flexible and general enough for it to be ratified widely by as many member States as possible. The provisions for possible exceptions, guided and monitored by the ILO, and a general and flexible wording, make this reasonable and feasible.

The same applies to the Proposed Conclusions with a view to a Recommendation. Something that still worries me with respect to this proposed Recommendation is the somewhat odd discussion that we had in the committee about the verb "apply" used with respect to the proposed Recommendation in its relation with the provisions of the proposed Convention. Although it was made unmistakably clear by the Legal Adviser that, for the application procedure, this wording did not make any difference, some Government members persisted in opposing the use of this word "apply", which is normal in other international labour Recommendations in the same context. I hope that their approval of the Legal Adviser's interpretation will last, as well as their intention to take the proposed Recommendation equally serious, whatever the wording at this particular point.

So, to finalize my remarks on the conclusions of the Committee on Part-time Work, the Workers' group looks forward to finishing the work on drawing up an adequate Convention and Recommendation on part-time work next year along the productive, fast and cooperative lines that we were able to develop this year. I would like to use this opportunity to thank and to compliment the Chairman of the Committee, Mr. M. Rood, for his excellent guidance, Mr. Noakes, on the Employers' side and the Office team headed by Mr. Dumont for their thorough preparation and hard work during the session. Once again I thank all participants from the three groups for their able contributions and for the constructive atmosphere of the proceedings.

Mr. ROOD *(Government member, Netherlands, Chairman of the Committee on Part-time Work)* – I would like to make three observations.

The first observation relates to the time before, the second to the time when, and the third to the time after, I was in the Chair of the Committee. Before coming to Geneva, I was warned by different sides that the Committee on Part-time Work was supposed to be very difficult, even terrible to chair. Primarily those warnings which you will understand were based on the highly controversial substance the Committee would have to deal with, and furthermore, with the strong views that Employers, Workers and Governments – the last ones particularly – in so far as part-time work instruments would influence statutory schemes on social security. Now looking back on our work these past three weeks, I confess to a not terrible but indeed rewarding and very interesting experience. You might wonder what made the difference between the expectations before and the experience after this. It seems to me there were three courses: first of all, the excellent work performed by the Secretariat, notably Messrs. Dumont and Thurman, in drafting Proposed Conclusions of a delicate and balanced nature; secondly, the very competent way in which the Secretariat provided further explanations during our examinations when called for; and thirdly, the attitudes existing on all sides to try to come to solutions somewhere in between and the absence of a tendency to stick to all viewpoints at all costs. In this respect, please allow me to extend my thanks to both Vice-Chairpersons, to the Reporter who made such an excellent report and indeed to all the members of the Committee who shared in that attitude.

Coming to my second observation, I recall the controversial nature of part-time work, bearing in mind issues such as it being chosen freely and its promotion. It is my impression that our achievement – overcoming the difficulties surrounding the definition of part-time work used in the proposed instruments – then set the trend for the climate of the Committee's discussions – a climate in which efforts were made to find solutions acceptable on different if not indeed all sides.

It may be of interest to you, from a political point of view, that we witnessed during our discussions, the birth of a second government bloc besides the EC bloc, that very interesting developments, judged from the political angle, even showed the new bloc to expand in a very short time to 13 nations spread all over the world. We got so accustomed to the spokesperson on behalf of those nations playing an important role in our discussions that the bloc, in committee language, was christened "the Caron bloc". We even saw a third bloc emerging, albeit a lone one, as the distinguished Government representative concerned referred to it himself, and which did not prevent him by the way, at some occasions admitting to the Committee that his opinions were divided.

Coming to my third observation on the work still before the Committee next year, I submit to you that in 1994 constructive discussions will be possible again whatever their outcome. One should, however, keep in mind – and you heard that a minute ago from the Employers' Vice-Chairman – that controversies on the subject still exist. Yet, I am concerned, as far as next year is concerned, on two grounds, the first one being that the Committee will be having two days less for its work to be done, which might influence the climate of its discussions unfavourably, and my second concern has to do with the working hours of delegates, secretariats and supporting services. This year already, people had to work until 4 and even 6 o'clock in the morning, preparing documents which had to be before the Committee a couple of hours later where they again had to be present. Frankly, when I return to my university I shall be unable to explain to my students how the ILO, existing for 74 years and having established its very first instrument on maximum working time, simply seems to be unable to apply those standards to its own personnel. There seems, I have found out, to exist an impression that this phenomenon cannot be changed. May I, however, in concluding, submit that such attitudes are detrimental to the example the ILO should give in this respect and to the personnel itself.

Original Arabic: The PRESIDENT – I thank Mr. Rood for his excellent statement and for his comments on work at the ILO and the efforts of the ILO staff who stay very late to finish their work.

May I now submit the report for general discussion.

Mr. MOORHEAD *(Employers' adviser and substitute delegate, United States)* – We have before us the Report of the Committee on Part-time Work. I am addressing my comments in particular to the Government delegations because when we meet next year for the final discussion and adoption of our Report, it is the Governments who will strongly influence its structure and content. I urge those Governments who did not participate in the work of the Committee this year to review carefully the materials they receive this summer and the proposed part-time Convention and Recommendation, and to consider seriously whether your country's interests would be well served by ratifying the draft Convention. If your answer is no, I urge you to become actively involved in the Committee's work next year.

At the beginning of the Committee's work, 54 Governments had signed on as titular members. Two days later, a vote was taken as to whether or not we would have only a Recommendation without a Convention. The Governments were divided, and a Convention and Recommendation were narrowly approved with 47 Governments participating in the vote. By the end of our work, 76 Governments were signed up as titular members, which means that almost 30 Governments did not participate in this crucial vote, and, more significantly, almost one-half of the Governments present at the Conference did not participate in the Committee's work at all.

United States employers are concerned that, by seeking to establish a labour standard on part-time work, we are seeking to regulate something that will impede the economic development of all countries and stifle job creation. Little research has been done on the role of part-time work in job creation. We believe that part-time work plays a major role in job creation and economic development, especially in the so-called developing countries and the emerging market economies of central and eastern Europe. Some research, principally by the OECD, has been done on the structure of part-time work in OECD countries. It shows that part-time work has frequently been found to be voluntary, and prevalent among older workers. We know from other studies that part-time work is supposed to conform to individual circumstances, especially in developed countries with many women returning to the workforce. We know that in almost one-third of OECD countries, part-time employment, as a percentage of total employment, exceeds 20 per cent.

Practices which are harmful to part-time workers have not been identified so as to draw up a meaningful labour standard. Instead, the social philosophies of governments, particularly in the developed world, have been incorporated into the proposed Convention and Recommendation. For example, a representative of the Office during one of our tripartite Committee meetings said that we were trying to place part-time workers on the same footing as full-time workers with respect to benefits. Some enterprises, of course, do this voluntarily. However, the OECD, according to a recent newspaper report, has recently turned up other data suggesting that unemployment has become endemic in Europe, and that entrepreneurial activity is being stunted by the heavy costs to employers of the benefits they must provide to workers.

Ask yourself: "What would be the impact of the proposed Convention and Recommendation on job creation and economic development in my own country?" We see from another study that small and medium-sized businesses in the EC employ 70 per cent of the total workforce. The conclusion is clear: that the proposed Convention and Recommendation will create difficulties and discourage capital investment in precisely those businesses which employ the most people, create the most jobs, and are the engine of economic growth. Part-time work provides the small entrepreneur with a flexible workforce which is critical in the start-up phase of a business. These part-time jobs frequently lead to rewarding full-time employment.

United States employers draw the attention of member Governments, in particular to the provisions of the proposed Recommendation. The proposed Convention allows a Member to exclude from its scope particular categories of workers when its application to them would raise particular problems of a substantial nature. The proposed Recommendation carries no such provision and instead calls upon governments progressively to reduce threshold requirements, based upon earnings or hours of work, for participation in statutory social security schemes related to occupational activity. The proposed Recommendation provides, as far as possible, that changes in the work schedule of part-time workers should be subject to restrictions. Another Article completely ignores the structure of part-time work outside the EC countries.

Some governments, in our discussion in Committee about the proposed Recommendation, took the view that they were not particularly concerned with the content of the Recommendation, since it was not in any way binding upon them. This, I believe, is a naive and dangerous misconception. One should never underestimate the importance of a Recommendation when it accompanies a Convention. A Recommendation is used by the Committee of Experts as a basis for guidance as to how a Convention should be implemented in a ratifying country, and often is used by unions as evidence of best practice in national or sector-wide collective bargaining.

I therefore urge that the member Governments give careful consideration, firstly, to the current and future role of part-time work in the creation of jobs in each of your countries; and secondly, to whether or not your interests might not be better served by a Recommendation only, which, in addition to giving general guidance, would call for further research in this area. Above all, I hope that next year, governments will come prepared to participate in our work from the beginning, as every decision will be important.

Mr. STEYNE *(Workers' adviser, United Kingdom)* – It is my pleasure on behalf of the Trades Union

Congress, which represents over 8 million trade unionists in the United Kingdom, to support the adoption of the report of the Committee on Part-time Work.

Our discussions have shown that part-time work is increasing throughout the world and that the need for standards relating to this form of employment is not restricted to the industrialized countries alone. But it is true that working people in the United Kingdom and their trade unions have a particular interest in this issue. One quarter of the British workforce work part time – that is over 5 million workers, 90 per cent of whom are women.

The Committee on Part-time Work did not, I can assure you, work part time. But for most of us that was a free choice. On the other hand, as Professor Rood has said, I doubt whether all the ILO staff felt the same way. Part-time work, however, is often not freely chosen. For many, it is the only way to combine family responsibilities with the need to earn a living. For example, in the United Kingdom child care is totally inadequate and extremely poor compared to the services available to our colleagues in other States of the European Community. In many sectors part-time work is increasingly the only type of employment available, as employers, recognizing its greater profitability and flexibility, exploit and indeed help create a lack of full-time job opportunities.

Privatized companies have reorganized their workforces. In the United Kingdom, it would appear that this is in breach of EC law, as they are reducing hours and wages while increasing workloads. Retailers increasingly replace full-time staff with part-timers on split shifts, for example, employing them only four hours a day during the busy lunch-time and later afternoon periods, in order to maximize profits while minimizing costs. This permits them to meet peaks in demand and cut staff during quiet periods. It gives a new definition to the phrase "unsocial working hours". Part-time workers are concentrated in the services and public sectors, and most are in low-paid, low-status jobs. Only 11 per cent of part-time workers in the United Kingdom are in professional employment. The free choice of part-time work for the pleasure of increased leisure is a luxury which is not available to people with low levels of pay.

These trends mean that part-time work, which is already widespread, is spreading to new sectors, affecting increasing numbers of workers previously used to full-time employment and bringing into the part-time workforce more men than hitherto. We believe that there is an urgent need for greater protection for part-time workers and, above all, for them to enjoy the same individual and collective employment rights and conditions of employment as their full-time colleagues.

In the United Kingdom some 700,000 employees who work less than eight hours a week can never qualify for most employment rights however long they stay with their employer. We thus welcome the possibility of the progressive reduction of thresholds suggested in the report's conclusions.

In my own country the Government is just about to abolish the Wages Councils which, in the absence of a statutory minimum wage, set minimum hourly rates in certain industries. They protected many part-time workers. In this context, the need for improvements in their rights and conditions of employment becomes all the more apparent and all the more urgent. Deregulation has gone hand in hand not only with an increase in unemployment and poverty but also with the development of marginalized sectors of the workforce. At last, one after another, major economies are learning from the disastrous example set by the United Kingdom in the 1980s and turning away from the failed economic policies of the last decade.

It was noticeable in the generally cooperative atmosphere of our Committee that the governments of the European Community regularly spoke as a group but almost always with the exception of the Government of the United Kingdom. Now that it appears possible that the social chapter of the Maastricht Treaty may be ratified by our Government, we hope that next year we will be able to see a more positive attitude from it towards improving the lot of part-time workers – in my country one in four of the workers. There is indeed no reason why they should not amend their abysmal record of ratification since 1979 and ratify the instruments which we trust the Conference will adopt next year. I commend the report to the Conference.

Original Arabic: The PRESIDENT – If there are no further speakers we shall now proceed to the adoption of the body of the report. If there are no objections, I shall take it that the body of the report, that is paragraphs 1 to 367, is adopted.

(The report is adopted, paragraphs 1 to 367.)

PROPOSED CONCLUSIONS SUBMITTED BY THE COMMITTEE ON PART-TIME WORK: ADOPTION

Original Arabic: The PRESIDENT – We shall now proceed to the adoption of the Proposed Conclusions, Point by Point. May I consider that the Proposed Conclusions, Points 1 to 35, are adopted?

(The Proposed Conclusions are adopted.)

RESOLUTION TO PLACE ON THE AGENDA OF THE NEXT ORDINARY SESSION OF THE CONFERENCE AN ITEM ENTITLED "PART-TIME WORK": ADOPTION

Original Arabic: The PRESIDENT – We shall now proceed to the adoption of the resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Part-time work".

If there are no objections, I shall consider this resolution adopted.

(The resolution is adopted.)

Original Arabic: The PRESIDENT – We have now completed the consideration and adoption of the report, the Proposed Conclusions and the resolution submitted by the Committee on Part-time Work.

It remains only for me to express my gratitude to the Chairman, the Vice-Chairpersons, the Reporter, the members of the Committee and the secretariat for the very excellent work they have done.

FINAL RECORD VOTE ON THE CONVENTION CONCERNING THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS

Original Arabic: The PRESIDENT – The next item on our agenda is the final record vote on the Convention concerning the prevention of major industrial accidents.

(A record vote is taken.)

(The detailed results of the vote will be found at the end of the record of this sitting.)

Original Arabic: The PRESIDENT – The result of the vote on the Convention is as follows: 355 votes in favour, 5 against, with 23 abstentions. The quorum is 263. As the required two-thirds majority has been attained, the Convention concerning the prevention of major industrial accidents is adopted.

(The Convention is adopted.)

FINAL RECORD VOTE ON THE RECOMMENDATION CONCERNING THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS

The PRESIDENT (Mr. TABANI) – We shall now proceed to the final record vote on the Recommendation concerning the prevention of major industrial accidents.

(A record vote is taken.)

(The detailed results of the vote will be found at the end of the record of this sitting.)

Original Arabic: The PRESIDENT – The result of the vote on the Recommendation is as follows: 351 votes in favour, 4 against with 19 abstentions. The quorum is 263. As the required two-thirds majority has been attained, the Recommendation concerning the prevention of major industrial accidents is adopted.

(The Recommendation is adopted.)

Original Arabic: The PRESIDENT – We now move on to the next item of the agenda. On my own behalf and on behalf of the whole Conference I now have the honour to invite Mr. Michel Hansenne, Secretary-General of the Conference and Director-General of the ILO to reply to the discussion of his Report.

REPLY OF THE DIRECTOR-GENERAL TO THE DISCUSSION OF HIS REPORT

Original French: The SECRETARY-GENERAL – As one more International Labour Conference draws to a close, I should first like to thank each and every delegate who has taken the floor during the discussion. In particular, I should like to thank and congratulate the delegates of the nine new member States of the ILO and to say what a great pleasure it is to welcome them into our ranks.

To judge by appearances, we have had a peaceful and productive Conference. Everyone has worked hard and contributed to the success of the proceedings, either in committee or in plenary. One hundred and twenty-five ministers attended the 1993 Session of the Conference, which bears witness to the continued interest in our work. However, apart from the very substantial and concrete results, I have noted a number of signals that have to be interpreted in order to provide us with food for thought.

One of the major decisions of this session of the Conference was the adoption of the Programme and Budget for the 1994-95 biennium. I should like to thank the vast majority who voted for the budget for their understanding and support, both as regards the general lines of emphasis – democratization, the fight against poverty, protection of workers – and as regards the various changes proposed, which were discussed at the Conference. I refer, for example, to the active partnership policy discussed in the Committee on Technical Cooperation.

Other reforms concern the organization of the Conference itself. The 80th Session, which the President and Vice-Presidents have steered with great effectiveness and courtesy, will be the last of its kind. You have adopted the Report of the Standing Orders Committee, and you have been informed of the discussions of the Governing Body. The amendments that you have adopted have made it possible to rationalize your activities, in particular the various reports submitted to the Conference on the Organization's activities and a spacing-out of the sessions of the Resolutions Committee.

Future Conferences will therefore be shorter and more economical, both for the Organization and for its member States. I trust that these reforms will solve the problem of delegations that are incomplete for financial reasons.

I should like to refer to the discussion that took place for the fourth year running at a special sitting on the annex to my report on the situation of workers in the occupied Arab territories.

You reminded us that the key to the problem lies in the cessation of military occupation, referring, in many cases, to paragraph 148 of my report. The ILO's position has been the same since 1978: military occupation is incompatible with the free exercise of the civil and political freedoms that are indispensable for the application of the principles and standards that our Organization defends.

Concerns that are not new were expressed in your statements, for example the lack of social coverage for Palestinian workers, their working conditions, the harsh security measures to which they are subjected, especially in the Gaza Strip, not to mention the dependence of the Palestinian economy on the Israeli economy. But many of you have spoken of something new, namely the sealing-off of the occupied territories since 31 March this year when the cycle of violence reached its height. As a result, more than 100,000 workers were deprived of their livelihood. I hereby urgently appeal to the Israeli authorities to allow all Palestinian workers from the occupied territories who have been prevented from going to their jobs in Israel for the past three months to return to work.

This closure of the territories shows once again the need for internal development in the occupied territories. Investments must be made in the territories to provide jobs for Palestinians: the necessary labour can then be trained in the context of this development. I have noted the positive statements made on the subject of the Office's technical cooperation programme, and I repeat my commitment to intensify such action within the limits of our budget.

As in 1992, numerous speakers mentioned the desirability of having an ILO official on the spot in the occupied territories. I am still convinced that a permanent presence would only be useful if the Office were to play a role in the promotion of dialogue between the parties. I maintain my offer of good offices to start off this dialogue, the aim being to make some sort of contribution in the area of labour and to find solutions to the serious problems raised in my report.

At the beginning of this speech, I said that the Conference had, under peaceful appearances, emitted contradictory signals. This applies to the vote on the budget. As I said, it was adopted by a very large majority, but several Employers, among them many members of the Governing Body, abstained during the vote. This was doubtless not so much a negative vote as an expression of dissatisfaction at what they see as inappropriate responses by the ILO to current problems. Their point of view must be taken into consideration as part of the overall process of reflection on the Organization's future.

There are also lessons to be learned from the choice of the five resolutions referred to the Resolutions Committee for discussion. The fact that a resolution submitted by several Employers' delegates asking for a debate on the Organization's aims and means of action, was classified second and that another submitted by the ASEAN countries calling for more flexibility in our standard-setting activities came in fourth place obviously requires further reflection.

I think that there is a growing consensus in favour of continuing the reforms undertaken, although the actual content of the changes to be made is still a moot point.

These matters will be the subject of my report to the Conference next year, when we celebrate the 75th anniversary of the ILO and the 50th anniversary of the Declaration of Philadelphia. My report will address all these apparently contradictory subjects.

Take, for example, the future of the Organization's standard-setting policy. Many stress its relevance in the present context and there are even some who wish to link it to other debates on trade and commerce taking place in GATT and other forums. Others, however, question the usefulness and relevance of our standard-setting instruments. But while, for example, the resolution proposed by the ASEAN countries calls for a more flexible approach to standard-setting work, I note, on the other hand, that a new Convention and a new Recommendation, with very substantial provisions, have been adopted this year and that a very broad consensus exists for the adoption of two further instruments next year. Standard-setting work thus continues to develop.

The proposed Convention and Recommendation on the prevention of major industrial accidents secured a broad consensus within the three groups on the Committee. The new standards aim at protecting workers, the public and the environment against the risks of such accidents. They provide for the identification and notification of high-risk installations through technical and organizational measures within the enterprise and through the establishment of emergency procedures.

No country, however rich, is safe from such accidents and no country, however poor, can leave its workers, its local communities and its population defenceless against the risk of such disasters. Whatever its other concerns, the ILO must give top priority to the safeguarding of workers' lives and health. International labour standards – applied with the help of codes and handbooks of practical guidelines, technical cooperation and appropriate measures for disseminating information – are essential for any ILO programme worth its salt on safety and health at work.

While the views and objectives of all the groups were the same concerning the drafting of effective standards for the prevention of industrial accidents, the drafting of labour standards for part-time work was on the other hand much more controversial.

Contrary to expectations, the Committee on this subject concluded its work in an excellent atmosphere and even achieved very positive results in view of a final discussion. It reached an agreement on a proposed Convention and a proposed Recommendation. They provide in particular that part-time workers should have similar or equivalent protection to that of full-time workers in a comparable situation as far as various important points are concerned, and that access to part-time work that is productive and freely chosen should be facilitated. It is my hope that next year these conclusions will be included in instruments that will provide useful solutions to our constituents, and in particular in a Convention significant in substance and sufficiently flexible to be broadly ratified.

I am delighted to note that in the Committee on the Application of Conventions and Recommendations the work was conducted in an excellent atmosphere. In particular, I would like to emphasize that the Committee of Experts on the Application of Conventions and Recommendations, the Chairman of which was present at the Conference for the first time, expressed the desire to participate in the debate. I also note that the Conference Committee emphasized the danger of excessively burdening national administrations and also the need to avoid weakening the supervisory machinery as it is modernized.

Standards were also discussed by the Committee on Technical Cooperation, as was of course the link between standards and technical cooperation itself. Although views may have differed (and no one expected this to be otherwise), the principle of synergy between the two great means of action of the ILO was confirmed. Similarly, the establishment of multidisciplinary teams and, more generally, the policy of active partnership were encouraged.

I have also noted that the Committee was concerned that the new policy should not weaken the capacity of the technical departments and that direct assistance to employers' and workers' organizations should be maintained. It also insisted that the role of area offices should be well-defined, that the multidisciplinary nature of the teams should be genuine and that headquarters should maintain control over all the activities.

The Committee emphasized the importance, and I could not agree more, of a coherent ILO strategy for technical cooperation. It insisted that this strategy should clearly define priorities and establish the means of action and a realistic timetable for the attainment of these aims.

An effective technical cooperation programme should be devised and implemented at the country level. It should combine research aimed at policies, advisory services on general policies and the carrying out of projects. I welcome these conclusions. I also understand the request made to the Office that there should be an appropriate assessment system which would make it possible for the Governing Body to have a say in administrative activities which it feels are particularly important. All these recommendations go in the direction of the reforms that have been undertaken. I can only welcome them.

This new strategy will also be the subject of my report next year.

The conclusions of the Committee on Action against Apartheid, which the Conference approved unanimously this year, are both prudent and forward-looking.

They show a measured optimism as to the assessment of the negotiation process in South Africa. This process is marked by clear progress because an agreement has been reached on a possible date for the election of a constituent assembly in April 1994 and a Transitional Executive Council will probably be set up as early as next month. But it is also a fragile and unstable process because it can be compromised at any moment by the terrible turmoil which continues to plague all sectors of the South African population. That is why the Committee has requested that the machinery which has been set up by the ILO to combat apartheid, namely the Declaration and the Programme of Action against Apartheid, should remain in force until the election of a constituent assembly, and that the Governing Body next November should put the question of the reexamination of the Declaration on the agenda of the Conference in 1994 if by that time the progress towards democracy justifies its inclusion.

What I myself would like to emphasize is that these conclusions underscore the tremendous task which the ILO will have to face if it wishes, when the time comes, to assist South Africa to take its place once again in the community of nations and to overcome all the social and economic consequences of decades of apartheid. The conclusions ask me to draw up a plan of action covering practically all the fields where the ILO is competent to provide technical assistance which the Office will provide to South Africa once a Transitional Executive Council has been set up. I intend to take up this task without any delay so that the ILO will be able to meet the expectations of the people of South Africa when this becomes necessary.

The discussions which took place in the plenary and concerning the resolution which was adopted by the Resolutions Committee concentrated on one and the same question: Should we choose, and how, between employment and social protection or, as Mr. Reich, the Secretary of Labor of the United States, has said, between inequality and job creation? To a certain extent this is the same old debate about whether economic or social considerations should come first, but in this case there are two basic questions: Is the ILO able to express itself clearly on these problems and contradictions now shaking our planet? Can it make its voice heard in a world where there is an increasing din of messages of all sorts?

Allow me briefly to refer to the discussion in the plenary and to try to draw a few lessons from it.

Social protection is an extremely urgent question in practically all the countries of the world. As regards the developing countries, all the speakers, one after the other, confirmed the bleak picture painted in my Report. In these countries only a slight fraction of the population benefits from the existing social security schemes and, furthermore, many of these systems are beleaguered by problems of the worst sort. There is no denying that heavy job losses and plummeting workers' remuneration are the main factors which have undermined the balance of social security funds, particularly in Africa. However, many Employers' and Workers' delegates also pointed out that the State too often tends to borrow money from these funds at artificially low interest rates and that this money is not put to good use in a number of countries.

As was pointed out, women are often in a very unfavourable situation as regards social protection.

This is something that was of course mentioned in my report and will be dealt with in greater detail at the tripartite meeting which is to take place next year on this subject.

Many speakers refer to the social distress which has resulted from structural adjustment programmes. Mr. Ellah, the Secretary for Labour and Productivity of Nigeria, expressed a severe warning in this connection. He said "there is a grave danger of serious social unrest unless we are able to take adequate measures towards effective social insurance and protection in aid of the silent majority of our country's men and women ...".

As regards the industrialized countries, some of you, for instance Mr. Oechslin, Employers' delegate of France, or Mr. Edström, Workers' delegate of Sweden, felt that my report was too optimistic. In these countries social protection is of course not comparable with what one can find in the developing world. Nevertheless, in spite of all this, for some years now the situation has been deteriorating in this field in many respects and this very often at the expense of the most vulnerable groups of the population.

Some of you who represent the countries in transition towards a market economy have frankly evaluated the difficulties with which they are confronted. We all know that the stake is tremendously high because, to repeat what Mr. Ory, Workers' delegate of Hungary, has said, a certain number of people "are thinking nostalgically about a time when care, modest but accessible, was available and taken for granted practically for everyone and a pension, even if inadequate, was guaranteed and there was no talk of unemployment". If we want democracy to prosper in these countries and if we want to ensure a smooth economic transformation, it is vital that social protection should be strengthened. This is undoubtedly an area in which the State must continue to assume the chief responsibility.

You have also stressed the crucial role which the social partners can play in the preparation of reforms and in the management of social security schemes. It is comforting to learn that, in one way or another, tripartism contributes to the strengthening of social protection in countries as different as Bulgaria, Chile, the Dominican Republic, Greece, Indonesia, Malta, Slovenia or the Czech Republic. As some of the comments made by governments. Employers' and Workers' delegations, particularly from Latin America have shown, controversy is not always avoided. In such cases the role of the ILO must be to clarify technical questions and the different possible options in order to help all its constituents; I hope that the next regional meeting of experts for the Americas will contribute to this. It is clear that the Office duly appreciates the contributions of employers' and workers' organizations in this field as in others; it is ready to work with them and with the governments to achieve the ILO's objectives in the field of social protection.

Many of you spoke of the relationship between economic growth and social protection, but it is clear that views differ considerably on this subject. Only one thing is certain: for a given GDP, some countries devote much greater resources than other to social protection. There is therefore no direct relationship with these two elements. Other factors, such as the degree of solidarity within a nation and the political will to translate that solidarity into facts obviously play a capital role. But there is no doubt also that growth makes things much easier.

In many of your speeches you emphasized the role of labour market policy.

As Mr. Gontcharik, Workers' delegate of Belarus, said, the maintenance of employment and the creation of new jobs are essential conditions for social protection. Naturally, it is also crucial to develop employment in order to re-establish the financial balance of social security funds and guarantee the necessary fiscal resources to the State.

Several Employers' delegates expressed concern about the level of social security contributions and, in particular, their prejudicial effect on costs and international competitivity and consequently on unemployment. Undoubtedly, this does cause real problems, but we must not lose sight of certain important facts. The cost of labour is only one of the factors on which international competitivity depends and very often it is not the most significant. On the other hand, we do entirely agree that we have to reduce as far as possible the adverse effects that this or that method of financing social protection can have on employment.

We must take into consideration not only the volume of employment but also the type of employment and, in particular, non-standard employment contracts and the considerable increase in the number of self-employed workers who are in fact wage-earners. These practices seem to be gaining ground and are going to be unfair competition for the majority of employers who pay their social security contributions for their staff. I do not need to say as well that this also aggravates the financial problems of social security schemes.

As many of you have emphasized, the State must also help people to help themselves, be it through employment promotion and training or by facilitating the development of self-employment. The form and structure of social protection play an important role in guaranteeing or not guaranteeing the necessary encouragement in this direction. For instance, if in a country benefits are very often subject to a resource criteria, this is liable to discourage work and savings. Social insurances do not have this drawback, they encourage workers to work and to increase their rights to benefits. Thus, in certain respects, it is too simplistic to oppose individual responsibility and collective responsibility. Well thought-out collective machinery – and that is true for social insurance systems – also encourage individual responsibility. However, it does not prevent social security from playing a positive and even indispensable role, but it must not serve as a "spare wheel", as it were, in cases where it is impossible to provide adequate social security coverage. That is all for the discussion in plenary.

In parallel, the Resolutions Committee proposed, and the Conference adopted, a resolution concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy. As its title reveals, this is a very full resolution whose importance for our future activities and above all for very many citizens in very many countries I do not need to emphasize. It also echoes the Report that I submitted to this session of the Conference.

Moreover, it echoes the speech made by His Excellency Mr. Carlos Menem, guest of honour of the Conference, when he stressed that for his region – and I think it is valid for all regions – to continue to experience democracy and for its inhabitants to enjoy fully the rights and fundamental liberties of man, it was necessary for national economies to enter a process of globalization.

He added that this process would have to take place in conditions of equity and according to rules which were the same for all.

The resolution, and I am very happy about this, indicates a certain number of lines of future action for the Organization itself and also for it to be better received and understood by other international bodies and by the general public.

The resolution thus asks me to ensure that the problems of poverty, exclusion and unemployment and the need to encourage job creation, access to employment and the social protection of underprivileged groups are given due priority in the preparation with the Second High-Level Meeting on Employment and Structural Adjustment.

The resolution also specifically refers to the 1995 World Summit For Social Development and invites our constituents to continue to promote tripartite cooperation in that Summit and in all other appropriate forums. The resolution invites me to take the necessary measures to ensure the essential contribution of the ILO, through its tripartite structure, in the preparation, convening and follow-up of this Summit. I can assure you that this will be done and that we will put the desired stress on questions that are within the competence of the ILO, such as alleviation of poverty and the promotion of productive and freely chosen employment, social protection and freedom of association.

There is no doubt, as the Employers and many other delegates have said, that the crucial problem of social policy today is employment. That the ILO must concentrate more closely on problems of employment and unemployment has been a recurring theme in your discussions. The Organization has for years been working on questions of employment and continues to do so. These are questions that in fact take the largest share of our resources, at headquarters as in the regions. But I am very ready to agree that we have to give a clearer direction to our work and I intend to carry out many of our activities with this in mind, particularly in the context of the two important meetings that I have just mentioned.

As we prepare for them, and more importantly, as we mould the future role of the ILO, it is vital that we should go beyond generalities and solemn declarations. None of us is without concern, commitment, and the desire to act to promote employment. But more specifically, what exactly can the Organization do properly and credibly to help its constituents deal with employment problems? The questions are complex and difficult, the means limited and uncertain. No declaration of intent, no simple formula, no solemn debate forgotten tomorrow, will provide a credible answer.

The contradictions that I have just referred to are not unique to our Organization or even to the family of international organizations. They are inherent in the very process of development that we are seeing today. But it is extremely important that the ILO should overcome these obstacles and find the best possible synthesis, even if that synthesis can and must itself evolve in time and space.

I firmly believe that the work of the Office and the deliberations of its tripartite bodies will in future have to be directed in such a way that the Organization can provide, regularly and on a tripartite basis, clear and judicious opinions in reply to all the questions which arise in the economic and social field and which are also within the competence of other international organizations.

But it is essential that the response of the Organization should be its own unique response, if it is to continue in its role as the social conscience of the international system.

This is fundamental if we want to respond to demand, expressed in the resolution which has been adopted, to develop close cooperation with the International Monetary Fund, the World Bank, the regional banks for reconstruction and development, and other international financial institutions. In this dialogue and debate, it is not a question of copying other agencies, or following them blindly. Nor is it a question of systematically opposing them. It is a question of asserting that we are different.

It is an awesome challenge, but our work this year has convinced me that we are well equipped to take it up.

The ILO is now in the year of its 75th anniversary, and determined to carry out reforms and renewal. Our organization has shown the way towards a revision of its hallowed practices, to adapt them to present-day needs.

Our main decision-making bodies – the Conference, the regional conferences and the Governing Body – have, with impressive single-mindedness, studied their own working methods, with a view to improving their efficiency and cost-effectiveness. The resulting savings have allowed us to undertake another significant reform, namely, a substantial transfer of resources for administrative tasks at headquarters to the consultative technical services in the regions.

The development of a policy of active partnership, and the strengthening of our strategies in the field thanks to the multidisciplinary teams who support this policy, will give our technical cooperation programme greater consistency, greater timeliness, and make it more responsive to the needs of our tripartite constituents. In the coming months, the sectoral activities of the ILO and the procedures and mechanisms for monitoring the application of standards, will be reviewed; other reforms are also on the agenda.

But however important these reforms are, and they certainly are important, they basically concern our methods and procedures.

Should we – and can we – go further? That is for you to decide. The discussions of this session of the Conference, and the many discussions which preceded them have shown clearly that our constituents have the will – indeed, they are eager – to ask a certain number of fundamental questions.

Are the ILO's objectives, and the methods it uses to achieve them, as relevant today as they were in the past?

Has the time come to redefine the objectives of the Organization, and to redefine our priorities?

In which direction should the standard-setting policies of the ILO develop?

How can we improve the efficiency of the technical services offered by the ILO to its constituents? What role can the ILO play in influencing economic policies to promote employment and social protection?

In my Report to the 81st Session of the Conference, which marks the anniversary of our Organization, I have the daunting honour of sharing with you my own ideas on these questions. But it is for you, the members of the Organization in your tripartite delegations, to find the proper balance between experience and innovation.

For an organization to open up a debate on its basic principles is the best sign of its vitality.

I am looking forward to this debate, as I am sure you all are, and I do so with all the pride that we draw from our Organization's past and from our faith in its future.

CLOSING SPEECHES

Original Arabic: The PRESIDENT – On behalf of you all I would like to thank the Director-General for his speech which touched upon all the work done by this session of the Conference, and the decisions taken and resolutions made by the committees. I should like once again, on behalf of you all and of myself, to thank the Director-General most warmly.

I should like now to proceed to the closing speeches of the 80th Session of the International Labour Conference. I would like to ask the speakers to come to the rostrum. They will include Mr. Badey, Government delegate, Belarus, Mr. Tabani, Employers' delegate, Pakistan, and Mr. Gray, Workers' delegate, United States.

Original Russian: Mr. BADEY *(Government delegate, Belarus, Vice-President of the Conference)* – First of all may I express my deep gratitude for the honour bestowed upon me in terms of my election to the post of Vice-President of the Conference. I take this as a sign of the respect for my country, the Republic of Belarus, which has embarked upon the path towards democracy. The 80th Session of the Conference adopted very important documents and once again showed its strength and the wisdom of the International Labour Organization. It presented the world with new instruments for resolving social and economic problems. The delegation of Belarus supported the adoption of all the documents before the Conference, including the budget and its implementation. We only voted against the level of contributions expected from Belarus, which, set at 0.48, is an unreasonable figure for a country which is going through a harsh economic crisis and suffering the after-effects of the disaster at Chernobyl.

On the whole, both myself and my delegation are satisfied with the results of the Conference, and we would like to mention the tremendous amount of work carried out by the Secretariat of the International Labour Office, and the successful way in which they supported our activities.

I would like to express our gratitude to our colleagues in the Secretariat and wish them every success in their work in the future.

I would also like to express my deep gratitude to the President and all the participants of the Conference for the results that we achieved, and I wish them every success in strengthening peace and social and economic progress.

Mr. TABANI *(Employers' delegate, Pakistan; Vice-President of the Conference)* – I will first address to the President my congratulations on the manner in which he has conducted this session of the Conference. It has been a personal privilege for me to work with my Vice-President colleagues under his leadership. This honour, which I acknowledge with thanks, was bestowed on me by the Employers' group which allowed me to take part in this session at his side. It is also a recognition of Pakistan employers whom I represent at this session.

Normally the President is admired for the firmness with which he maintains discipline and schedule. But you, Sir, have taught us something that is more appropriate to this building and this session, where you have presided for the past three weeks. By your soft manners, amiable tone and minimum use of the gavel, you have shown that by dialogue, understanding and accommodation the world can avoid the bloodshed and fighting which have engulfed several parts of our globe today.

My cordial thanks to the Vice-Presidents for their cooperation throughout this session. May I also take this opportunity to thank the Director-General and his whole team – those visible and others who we did not see – for their devoted services and without whose efficiency this session would not have moved like the clock as it did. Two more unusual acknowledgements are also due. For the first time, transport arrangements were made for those delegates who wished to attend Friday prayers at the Mosque. I hope this welcome arrangement will be continued at future sessions.

The second is an established tradition, namely the sightseeing trips arranged by Mrs. Hansenne for the ladies accompanying delegates to the session. I wish to thank Mrs. Hansenne and her team of Protocol Officers who have brought so much pleasure to our ladies.

The session next year will be a special one, as the Director-General just said. It will mark the 75th anniversary of the founding of the ILO and the 50th anniversary of the Declaration of Philadelphia. It will be a moment to celebrate the past and to take pride in the considerable achievements of our Organization. But, more importantly, it will be an opportunity to look forward towards the future and to think about the role of the ILO, its mission and its priorities at the turn of the century and beyond. Next year we must make a common effort, each contributing from his or her own perspective, to chart the future course of the Organization, to give it a continuing and renewed relevance in the light of a changed world. Despite our differences, we have made a success of the ILO in the past because we have worked together in the spirit of tripartism. I believe we can continue to do so in the future also.

The Governing Body and the Director-General have already started the process of review and reform. They have made changes in regional conferences and in the working of the Governing Body itself. We have at this session endorsed their proposals for improvements in the working of the Conference. Over the past few years, we have improved the budgetary regime of the Organization by adopting the Swiss franc contribution system, the forward-purchasing of dollars, the incentive scheme for early payments and changes in the Working Capital Fund.

All these changes must remain constantly under review, and suggestions for further improvements must always be considered. We must now also look more fundamentally beyond structures and procedures, towards the true mission of the ILO. We must review how it goes about achieving the objectives which its founders laid out for it in 1919, objectives which its constituents restated in 1944. We must look at how the ILO helps its Members to deal with their problems in the social and labour field, and we must see if it can be done better in the years to come.

The world around us is changing, and today the picture it makes is dismal. There are still too many people living below poverty levels. Much of the social tension that lends itself to political manipulation and violence can be ascribed to that poverty. Developing countries are not developing quickly enough, and the developed ones are in recession. The solution to most of these problems is one that is universally recognized, one that has displaced much else on the front pages of the newspapers around the world. The solution is employment. There is a crying need for international cooperation and action to help countries solve their problems in this areas, and that clearly should be the most fundamental mission of the ILO. There is no other international organization better placed to play this role than the ILO, and its greatest challenge in the years to come will be to deal with underdevelopment, and in particular rural poverty.

The standard-setting committees worked satisfactorily this year. We have been giving a lot of time and attention to standard-setting, as it is an important part of ILO activities. However, we must admit that ratification has consistently been slow, especially with respect to the standards adopted during the past several years, in particular the more technically detailed ones. We must consider this situation dispassionately, and pay much more attention to the choice of subjects on which we set standards, as well as the way in which we draft the texts. Unless instruments are drafted for universal application, they will not be universally applied. However attractive the highest standards might appear from a theoretical or moral perspective, we should be realistic in our goals. Otherwise, ratification will continue to be slow, and application even slower. The objectives will be too remote to be worth striving for.

While we were not satisfied with certain aspects of the conclusions of the discussion of technical cooperation, for the Employers' group technical cooperation is one of the most vital activities in the ILO. It is something for which we have always given our most enthusiastic support. We are quite attracted by the concept of multidisciplinary teams and look forward to seeing them contribute to the ILO's efforts in helping its Members solve their problems, especially in employment generation. Rural development and small enterprise development should figure high in this respect. Almost 70 per cent of the population in the Asian region consists of the rural poor who need to become the focus of attention of the ILO. There is a growing feeling in our countries that the ILO has done so much for the urban industrial worker at the cost of the teeming millions in the rural areas who are unemployed and underemployed. This neglect of the rural workers should end and the ILO must now divert its attention and resources to the promotion of employment in the rural areas.

We compliment the Director-General on his re-election for a second term of office and look forward to a continuation of his efforts to bring about reform and structural change in the ILO. We expect that he will not only maintain the technical level of expertise of the staff but will improve it both in Geneva and in the regions. He will have the fullest cooperation of the Employers, who recently made concrete proposals and suggestions for the reform of the ILO. As I mentioned earlier, and as the Director-General has also said so, we have a rendezvous next year to discuss the future of the ILO and we look forward to the contributions and suggestions of our Government and Worker colleagues on that occasion.

My country, Pakistan, was founded in 1947. I call it an infant country because we are still struggling to find our bearings as a democratic State and striving to establish an economic base to bring prosperity to our people. If Switzerland, as the Employers' Vice-President, Mr. Décosterd said last year, with a population of 6.9 million took 700 years to really establish democracy, then Pakistan is indeed, with a population of 110 million, an infant.

But we are proud of our cultural heritage, traditions and social customs. We enjoy the basic fruit of democracy, that is, human dignity. There are other countries which are less fortunate. They look up as we do to the ILO for guidance, assistance and understanding. They have very high hopes from the ILO because of its unique tripartite character. I sincerely hope that they will derive some benefit from the conclusions of this session. Let us all pledge to rededicate ourselves to the promotion of the objectives of this unique Organization, particularly at a time when we look forward to the 75th anniversary of its founding.

I wish all of you *bon voyage* and a safe journey back to your homes.

Mr. GRAY *(Workers' delegate, United States; Vice-President of the Conference)* – On behalf of the Workers' group, which I am deeply honoured to represent, and of my colleague, Manuel Bustos Huerta, whom I have replaced as Vice-President for the latter part of this Conference, and in my own name as a part-time Vice-President – a position for which, I might add for the Employers' benefit, I receive full benefits and entitlements – I wish to begin by expressing to you, Mr. President, our congratulations and our sincere thanks for the manner in which you have guided this 80th Session of the International Labour Conference. Our business has proceeded smoothly, our timetable has been maintained and the reports that we have adopted are a testimony to the fruitfulness of the work that is being done.

In the established traditions and true spirit of the ILO, delegates have come to Geneva holding widely divergent views on the important matters that were before us. Through dialogue, negotiation and compromise, they now leave, having come together in consensus on each one of them.

If this happy result is in large measure due to a common commitment to tripartism, it is also the result of the skill with which our President and the various committee Chairpersons carried out their often burdensome tasks. Thanks are also due to my fellow Conference Vice-Presidents, Mr. Badey and Mr. Tabani, whose cooperation and teamwork made my own tasks enjoyable and that much easier.

This session of the Conference has provided a concrete demonstration of the continuing necessity and validity of the ILO's standard-setting and supervisory functions. The newly adopted Convention on the Prevention of Major Industrial Accidents is an admirable addition to the existing body of international labour standards. It addresses an issue of great and self-evident importance. It is eminently ratifiable and deserves to be widely ratified.

In addition, the signs are that the work done this year on part-time work has gone a long way towards ensuring the adoption of further instruments next year. Here, too, the subject-matter is of urgent concern, and whatever views one may hold concerning the growth of part-time employment, the appropriate role of the ILO must surely be to promote adequate protection of a workforce that too frequently endures inferior terms and conditions and exclusion from benefit entitlements.

Proper supervision of standards is the indispensable complement to adoption and ratification and, once more, the Committee of Experts and the Committee on the Application of Standards have risen admirably to their task. I wish again to place on record the Workers' group's full support for the authority of the experts and for the established supervisory machinery. Without them, the ILO simply would be unable to fulfil its mandate.

It is worth repeating that the objective of the ILO in the field of standards supervision is not to catch governments in the commission of violations, but rather to assist them in bringing their law and practice into conformity with their obligations. It is in this context that technical cooperation is a vitally important means of ILO action. The link between such cooperation and standards has been much discussed by the Governing Body, and the general debate at this Conference will, I am sure, have served to give further guidance to the Office on the real meaning of this link. It will therefore be of great assistance to the newly hatched Governing Body Committee on Technical Cooperation.

The momentous events in South Africa give cause both for optimism and for deep concern. Against this background of hope and uncertainty, the Conference Committee on Apartheid has shown its continuing commitment to a struggle that we all want to believe is nearing its end. In so doing, it has put the ILO in a position to respond readily and appropriately to developments, while making sure that it walks every inch of the last mile towards the establishment of a free, democratic, non-racist South Africa.

Finally, a few words concerning a committee that is very close to my heart – the Resolutions Committee. This year it gave us only one resolution. We have done better in the past, but we have also done worse. In any case, the resolution is a good one and the Committee is to be congratulated on it.

We leave the Conference today, and when we gather again next year it will be on the occasion of the 75th anniversary of the ILO. Our tasks then will include reflecting on how our Organization can best continue to fulfil its mandate of improving the conditions of working people throughout the world. It is not over-presumptuous to suggest that what we have done and achieved together at this session provides important pointers for the future. Each of us would do well to reflect on them over the year ahead.

I wish you all a safe journey back to your homes.

Original Arabic: The PRESIDENT – Today the 80th Session of the International Labour Conference draws to a close, after working together for 20 days in such an interesting and continuous manner.

I, of course, shall not try and sum up what happened during the Conference because the speech by Mr. Michel Hansenne in reply to the different speakers was comprehensive and detailed. But, before leaving, I would like to mention a number of important questions that have been raised during the discussion, and I would like to share with you some ideas for the future.

It has often been said that the 80th Session of the International Labour Conference has been uneventful. Some people went as far as to explain this by the fact that the ILO had become less important today. Obviously, that is not my opinion. It is perfectly natural that confrontation and conflict die down as a result of the end of the Cold War and the move towards peace in the Middle East, and also because of the steps taken towards the establishment of a post-racist society in South Africa.

These changes should reduce sterile confrontation, and allow us to find a broader consensus on the questions to which we attach considerable importance in this little village that the world has become today.

This does not mean that this session of the Conference was not productive. We have moved from confrontation to implementation, and the demonstration of this is that this Conference had 285 speakers, representing Workers, Employers and Governments, including 125 ministers. Therefore, have we not every reason to be proud of this Conference, which has acted as a sort of international labour parliament?

The Director-General's Report, *Social insurance and social protection*, dealt with one of the most important subjects before us, above all, at a time of growing unemployment, both in industrialized and developing countries, and when adequate social protection is needed in developing countries and those that are in transition towards a market economy. The importance of this subject is underlined by the fact that the only resolution produced by this Conference was that "concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy". That resolution, as we can see in paragraph 2, draws up a future plan of action for this Organization so that it can combat poverty, unemployment and alienation.

I followed the serious and in-depth discussions that took place in the different committees. As an example I would like to mention the work of the Committee on Technical Cooperation and the decisions that Committee adopted, including that "technical cooperation should remain a major means of action for the attainment of the objectives of the ILO". This is in response to the demands of member States, particularly developing countries. The choice of the three subjects, the transition to democracy, the creation of employment and the protection of workers, also provide a reply and response to the demands of our time.On this occasion I should like to associate myself with the content of paragraph 45 of that Committee's report, concerning support for policy of active participation advocated by the Director-General and the need for strengthening that policy at the national level.

In addition to the technical items, our Conference examined two vitally important subjects, namely: the situation of workers in the occupied Arab territories, and the problem of apartheid in South Africa. The Director-General's Reports on these two subjects led to a rational and constructive dialogue.

The special sitting concerning the situation of workers in the occupied Arab territories, during which 51 speakers took the floor, was the best proof that a rapprochement has got under way between the parties concerned. The Director-General's Report showed us the road to be taken in the future – a road consisting of two parallel tracks. The first is outlined in paragraph 148, which says that a solution is linked to ending the military occupation. The second, reflected in paragraph 161, is based on the assumption that the time has come for additional measures to establish a direct dialogue between the parties in order to achieve peace.

I would like to support Mr. Michel Hansenne, the Director-General, who for a second year running has asked us to make our Organization an appropriate rostrum for such a dialogue.

As regards the Committee on Apartheid, the role of the ILO is very clear. Our Organization is in a unique position to provide help in setting up a post-racial society. I fully support what is in paragraph 17 of the Committee's report regarding the need for an integrated programme of technical assistance in South Africa, based on the principles of job creation and respect for human dignity.

I fear that I have neglected some important aspects of this Conference, but my main objective was to emphasize our main achievements. When we speak of the present, we must not forget our vision of the future. At the opening of this session, I spoke with the future in mind, and I would like to reiterate the question I asked at the beginning of the Conference, which is this: what is the role of the ILO on the eve of the twenty-first century?

We have no choice but to find our true selves in a constantly changing world. I mentioned four challenges that we have to face today.

Firstly, we must put an end to the economic recession; secondly, we must aim to establish a global approach in response to change; thirdly, we must develop structural reform programmes which promote growth and social justice; fourthly, we must achieve a balance between the role of the state, market mechanisms and society as a whole represented by its different democratic bodies.

If we look at these challenges, we will realize that the role of this Organization is more important than ever. The ILO must choose its areas of activity carefully, and carry out its work with exemplary competence. If this Organization is to play a major role, then its three main tasks are, I submit, the following: firstly, we must formulate policies to achieve economic growth, create jobs and reduce unemployment.

Secondly, we must formulate policies to promote the overall trend towards democracy, respect for human rights and societies where growth and justice prevail. Thirdly, we have to draw up policies for the social protection of all, and particularly for the most disadvantaged parts of society.

The Organization is about to embark upon a new phase of its history. The reform activities which began with the policy of active participation where a positive reaction to the challenges to which I have just referred. We need to work out an active strategy in order to strengthen the role of the ILO as it celebrates its 75th year. I therefore would hope that the 1994-95 budget will be the last one prepared on the basis of zero growth. We cannot ask the Organization to play the role of a pioneer unless we give it the necessary resources to do so.

In conclusion I would like to express my thanks to all those who have helped make this session of the Conference a success. Of course, time does not permit me to name all those who participated in that success. But I would just like to thank the President's assistants, Mr. Tabani, Mr. Gray, Mr. Badey, Mr. Bustos Huerta, and the Clerk, Madame de Warlincourt. I would also like to thank all the chairmen, vice-chairmen and reporters of the different committees.

Finally, I would like to pay tribute to the outgoing members of the Governing Body and its Chairman, Mr. Vargas Campos, and I congratulate the new members of the Governing Body.

On behalf of all of us, I would like to thank the silent legions working behind the scenes who contribute to the proper operation of this Conference, the translators, the interpreters, the secretariat and those responsible for publications and the provisional records.

I would also like to thank my friend Mr. Michel Hansenne, whom you have chosen to lead the Organization in the years to come. I would like to wish him full success in carrying out this task.

I thank all of you and I wish you a good trip home to your respective countries. May the grace of God and His mercy be with you always.

Original French: The SECRETARY-GENERAL – Mr. President, it is traditionally my duty to convey to you, on behalf of your officers and on behalf of all the delegates attending this Conference, our gratitude for the work that you have done during these past three weeks. Tradition also requires that, symbolically, this gratitude should take the form of a gavel, which represents the authority with which you conducted the proceedings. This year, I really feel that it is a highly inappropriate symbol, given the way in which you performed your task. I think you never once actually used the gavel before you. You were at all times calm and unruffled. Together with your Vice-Presidents, you ensured by careful attentiveness in the wings that our discussions took place in an atmosphere of serenity and equanimity. I have no other symbol to offer, but I remember a line by a French poet and playwright, who says in one of his plays: "It's much nicer when it's useless." And so I hope you will consider this gavel as a very fine object because it has been so useless during your presidency and must therefore be quite exquisite. You should take it that its very uselessness is the highest tribute that we can pay to your conduct of our proceedings for the past three weeks. Once again, Mr. President, thank you.

Original Arabic: The PRESIDENT – These are the last minutes of the Conference. I hope we all meet again next year and now I declare this 80th Session of the International Labour Conference closed.

(The Conference closed sine die *at 1 p.m.)*

Final record vote on the Convention concerning the prevention of major industrial accidents

Pour/For/En pro 355

Afghanistan/Afghanistan/Afganistán:
BALKHI, M. *(G)*
BASHIRI, M. *(E)*
SAME, M. *(T/W)*

Algérie/Algeria/Argelia:
ABDELOUAHAB, M^{me} *(G)*
STAMBOULI, M. *(G)*
BENALI, M. *(E)*

Allemagne/Germany/Alemania:
WILLERS, Mr. *(G)*
MAASSEN, Mr. *(G)*
ENGELEN-KEFER, Ms. *(T/W)*

Angola:
DA COSTA, M. *(G)*
N'GOVE LUSSOKE, M. *(G)*
DA COSTA, M. *(T/W)*

Arabie saoudite/Saudi Arabia/Arabia Saudita:
KENTAB, Mr. *(G)*
AL-KHALIDI, Mr. *(G)*
DAHLAN, Mr. *(E)*
JOMA'A, Mr. *(T/W)*

Argentine/Argentina/Argentina:
MAYORAL, Sr. *(G)*
ETALA, Sr. *(G)*
BALDASSINI, Sr. *(T/W)*

Australie/Australia/Australia:
DEJONG, Mr. *(G)*
NOAKES, Mr. *(E)*
MAYMAN, Ms. *(T/W)*

Autriche/Austria/Austria:
LANGHAMMER, Mr. *(G)*
MELAS, Mr. *(G)*
ARBESSER-RASTBURG, Mr. *(E)*
FRIEHS, Mr. *(T/W)*

Bahamas:
ARCHER, Mr. *(G)*
PETTY, Mrs. *(E)*

Bahreïn/Bahrain/Bahrein:
AL-MADANI, Mr. *(G)*
ZAIN AL-ABIDEEN, Mr. *(E)*
ABDULLA, Mr. *(T/W)*

Bangladesh:
ALI, Mr. *(G)*
FARID, Mr. *(G)*
ALI, Mr. *(T/W)*

Barbade/Barbados/Barbados:
BREWSTER, Mr. *(G)*
TROTMAN, Mr. *(T/W)*

Bélarus/Belarus/Belarús:
BADEY, Mr. *(G)*
ZHUKOWSKY, Mr. *(G)*
KUNYAVSKY, Mr. *(E)*
BULGAK, Mr. *(T/W)*

Belgique/Belgium/Bélgica:
LEEMANS, M. *(G)*
MINNE, M. *(E)*
DE VITS, M^{me} *(T/W)*

Belize/Belize/Belice:
PATTEN, Mr. *(T/W)*

Bénin/Benin/Benin:
ZANOU, M. *(G)*
AHOYO, M^{me} *(G)*
DOSSOU, M. *(T/W)*

Bolivie/Bolivia/Bolivia:
SORUCO VILLANUEVA, Sr. *(G)*
CRESPOI, Sr. *(G)*

Botswana:
BAKWENA, Mr. *(G)*
PALAI, Mr. *(G)*
DAMBE, Mr. *(E)*
GABORONE, Mr. *(T/W)*

Brésil/Brazil/Brasil:
DA SILVA, Mr. *(G)*
DE ARAUJO LIMA, Mr. *(G)*
IBRAHIM, Mr. *(T/W)*

Bulgarie/Bulgaria/Bulgaria:
SHOPOV, Mr. *(G)*
DOBREV, Mr. *(G)*
KORALSKI, Mr. *(E)*
KOSSEVA, Mrs. *(T/W)*

Burkina Faso:
SILGA, M. *(G)*
KABORE, M. *(G)*
NAMONO, M. *(T/W)*

Burundi:
NZISABIRA, M. *(E)*

Cameroun/Cameroon/Camerún:
NYANGANG, Mrs. *(G)*
SOMBES, Mr. *(T/W)*

Canada/Canada/Canadá:
CARON, M^{me} *(G)*
AUSMAN, Mr. *(G)*
McNICOLL, M^{me} *(E)*
PARROT, M. *(T/W)*

Chili/Chile/Chile:
ILABACA ORPHANOPOULOS, Sr. *(G)*
ORLANDINI MOLINA, Sr. *(G)*
UNDURRAGA UNDURRAGA, Sr. *(E)*
CORTES MUÑOZ, Sr. *(T/W)*

Chine/China/China:
ZHU, Mr. *(G)*
PAN, Mr. *(E)*
WANG, Mr. *(T/W)*

Chypre/Cyprus/Chipre:
ANASTASSIADES, Mr. *(G)*
MAKRIS, Mr. *(G)*
SPYRIDAKIS, Mr. *(E)*
CHRISTOFI, Mr. *(T/W)*

Colombie/Colombia/Colombia:
ZUÑIGA VALVERDE, Sr. *(G)*
ISAZA RODRIGUEZ, Sr. *(G)*
ALVIS FERNANDEZ, Sr. *(T/W)*

Congo:
NGANGA-TSILA, M. *(G)*
MALONGA, M. *(G)*

Corée, République de/Korea, Republic of/Corea, República de:
LEE, Mr. *(G)*
PARK, Mr. *(G)*
KIM, Mr. *(T/W)*

Costa Rica:
RODRIGUEZ HERNANDEZ, Srta. *(G)*
RHENAN SEGURA, Sr. *(G)*

Côte d'Ivoire:
KREMAN, M. *(G)*

Croatie/Croatia/Croacia:
SIMONOVIC, Mrs. *(G)*
MUSULIN, Mrs. *(G)*
SUSAC, Mr. *(E)*
BRAZZODURO, Mr. *(T/W)*

Cuba:
LAGO SILVA, Sr. *(G)*
HERNANDEZ OLIVA, Sra. *(G)*
DE LOS REYES, Sr. *(E)*
MONTERO BISTILLEUR, Sr. *(T/W)*

Danemark/Denmark/Dinamarca:
ADLER, Ms. *(G)*
JORGENSEN, Mr. *(G)*
RONNEST, Mr. *(E)*

Egypte/Egypt/Egipto:
ZAHRAN, Mr. *(G)*
MOUSTAFA, Mr. *(T/W)*

Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos:
AL ABDOULLI, Mr. *(G)*
AL-MEHAIRI, Mr. *(G)*
AL-ABDOULLI, Mr. *(T/W)*

Equateur/Ecuador/Ecuador:
PROAÑO MELO, Sra. *(G)*
ANDA, Sr. *(G)*

Espagne/Spain/España:
FERNANDO DE SEGOVIA, Sr. *(G)*
ALBALATE LAFITA, Sr. *(G)*
BONMATI PORTILLO, Sr. *(T/W)*

Estonie/Estonia/Estonia:
NERMANN, Mr. *(G)*
KAADU, Mr. *(T/W)*

Etats-Unis/United States/Estados Unidos:
SPRING, Mr. *(G)*
FREEMAN, Mr. *(G)*
GRAY, Mr. *(T/W)*

Finlande/Finland/Finlandia:
SALMENPERA, Mr. *(G)*
HURMALAINEN, Mr. *(G)*
HULTIN, Mr. *(E)*
TAPIOLA, Mr. *(T/W)*

France/France/Francia:
CARTIER, M. *(G)*
RAMOND, M. *(G)*
OECHSLIN, M. *(E)*
BRIESCH, M. *(T/W)*

Gabon/Gabon/Gabón:
NDONG NANG, M. *(G)*
TCHEN, M^{me} *(G)*
MAYOMBO, M. *(T/W)*

Ghana:
ACQUAH, Mr. *(G)*
OBENG-FOSU, Mr. *(G)*
AMONOO, Mr. *(E)*
AGYEI, Mr. *(T/W)*

Grèce/Greece/Grecia:
TSOUKATOS, M. *(G)*
YANTAIS, M. *(G)*
VAGIAS, M. *(E)*
DASSIS, M. *(T/W)*

Guatemala:
PAIZ HERNANDEZ, Sr. *(G)*

Guinée/Guinea/Guinea:
KABA, M. *(G)*
DIALLO, M. *(T/W)*

Honduras:
TURCIOS-DIAZ, Srta. *(G)*

Hongrie/Hungary/Hungría:
SZABO, Mr. *(G)*
KLEKNER, Mr. *(G)*
VOROS, Mr. *(E)*
ORY, Mr. *(T/W)*

Inde/India/India:
NATH, Mr. *(G)*
ANAND, Mr. *(E)*
NAIK, Mr. *(T/W)*

Indonésie/Indonesia/Indonesia:

SIMANDJUNTAK, Mr. *(G)*
SARDADI, Mr. *(G)*
BOEDJOSASTRO, Mr. *(E)*
ACHMAD, Mr. *(T/W)*

Iran, République islamique d'/ Islamic Republic of Iran/ Irán, República Islámica del:

HOSSEINI, Mr. *(G)*
MOSHIRIAN, Mr. *(T/W)*

Irlande/Ireland/Irlanda:

KELLY, Ms. *(G)*
O'FLOINN, Mr. *(G)*
DUNNE, Mr. *(E)*

Islande/Iceland/Islandia:

SAEMUNDSSON, Mr. *(G)*
KRISTINSSON, Mr. *(G)*
DAVIDSON, Mr. *(T/W)*

Israël/Israel/Israel:

KEREM, Mr. *(G)*
BARAK, Mr. *(G)*
KARA, Mr. *(T/W)*

Italie/Italy/Italia:

LORENZO BADIA, M. *(G)*
CARLA, M^{me} *(G)*
SASSO-MAZZUFFERI, M^{me} *(E)*
VANNI, M. *(T/W)*

Japon/Japan/Japón:

ITOH, Mr. *(T/W)*

Jordanie/Jordan/Jordania:

ASA'D, Mr. *(G)*
AL-ZU'ABI, Mr. *(G)*

Kenya:

NG'ELU, Mr. *(G)*
NGARE, Mr. *(G)*
OWUOR, Mr. *(E)*

Koweït/Kuwait/Kuwait:

AL-SALLAL, Mr. *(G)*
AL-SALEH, Mr. *(G)*
AL-JASSEM, Mr. *(E)*

Lesotho:

THAMAE, Mr. *(G)*
FANANA, Mr. *(G)*
MAKEKA, Mr. *(E)*
JONATHAN, Mr. *(T/W)*

Lituanie/Lithuania/Lituania:

BALTUTYTE, Ms. *(G)*
PRIELAIDA, Mr. *(G)*
RAINYS, Mr. *(E)*
DOVIDENIENE, Mrs. *(T/W)*

Luxembourg/Luxembourg/ Luxemburgo:

FABER, M. *(G)*
BICHELER, M. *(G)*
PIZZAFERRI, M. *(T/W)*

Madag

RAB[illegible]NANTSOA, M. *(E)*

Malaisie/Malaysia/Malasia:

ZAINAL, Mr. *(T/W)*

Malawi:

NINDI, Mr. *(G)*
NDOVI, Mr. *(G)*
MUYENZA, Mr. *(E)*
CHIMPHANGA, Mr. *(T/W)*

Mali/Mali/Malí:

TRAORE, M. *(G)*
SIDIBE, M^{me} *(G)*

Malte/Malta/Malta:

CILIA-DEBONO, Mr. *(G)*
MIZZI, Mr. *(G)*
MALLIA MILANES, Mr. *(E)*
CALAMATTA, Mr. *(T/W)*

Maroc/Morocco/Marruecos:

KHALES, M. *(G)*
ABOU LAHCEN, M. *(E)*
BEN SEDDIK, M. *(T/W)*

Maurice/Mauritius/Mauricio:

TOOFANY, Mr. *(G)*
BOLAKY, Mr. *(G)*
JEETUN, Mr. *(E)*
ALGOO, Mr. *(T/W)*

Mexique/Mexico/México:

ROMERO, Sr. *(G)*
JIMENEZ, Sra. *(G)*
DE REGIL, Sr. *(E)*
SANCHEZ MADARIAGA, Sr. *(T/W)*

Moldova, République de/ Moldova, Republic of/ Moldova, República de:

ZAPOROJAN, Mr. *(G)*
SOBOR, Mr. *(E)*
GODONOGA, Mr. *(T/W)*

Mongolie/Mongolia/Mongolia:

ONON, Mrs. *(G)*
SHAGDARSUREN, Mr. *(G)*
BAASANHUU, Mr. *(E)*

Mozambique:

MABUMO, Mr. *(T/W)*

Myanmar:

HLAING, Mr. *(G)*
SHWE, Mr. *(G)*
AYE, Mr. *(E)*
LWIN, Mr. *(T/W)*

Namibie/Namibia/Namibia:

HIVELUAH, Mr. *(G)*
VAN ROOYEN, Mr. *(G)*
SHIKANGALA, Mr. *(E)*
ESAU, Mr. *(T/W)*

Népal/Nepal/Nepal:

DHAKAL, Mr. *(G)*

Nicaragua:

GARACHE CASTELLON, Sr. *(G)*
PALACIOS BENAVIDEZ, Sra. *(T/W)*

Niger/Niger/Níger:

MAMADOU, M. *(G)*
MAYAKI, M. *(G)*
SABO, M. *(E)*
MAYAKI, M. *(T/W)*

Nigéria/Nigeria/Nigeria:

WILLIAMS, Mr. *(G)*

Norvège/Norway/Noruega:

VIDNES, Mr. *(G)*
BRUAAS, Mr. *(G)*
BREVIG, Ms. *(E)*
DAHL, Mr. *(T/W)*

Nouvelle-Zélande/New Zealand/Nueva Zelandia:

McLEA, Mr. *(G)*
SILBERSTEIN, Ms. *(G)*
MARSHALL, Mr. *(E)*
SCOTT, Mr. *(T/W)*

Ouganda/Uganda/Uganda:

KATEMBWE, Mr. *(G)*
OLWENY, Mr. *(G)*
KASWARRA RWAMURA, Mr. *(E)*
MUKASA, Mr. *(T/W)*

Pakistan/Pakistan/Pakistán:

KAMAL, Mr. *(G)*
KHAN, Mr. *(G)*
TABANI, Mr. *(E)*

Papouasie-Nouvelle-Guinée/ Papua New Guinea/ Papua Nueva Guinea:

JOEL, Mr. *(G)*
TANU, Mr. *(G)*
KEP, Mr. *(E)*
KUTAL, Mr. *(T/W)*

Pays-Bas/Netherlands/Países Bajos:

ROOD, Mr. *(G)*
SCHRAMA, Mr. *(G)*
SIETARAM, Mrs. *(T/W)*

Pérou/Peru/Perú:

GUTIERREZ, Sr. *(G)*
TINCOPA, Srta. *(G)*
PEDRAZA AZURIN, Sr. *(E)*
LAZO PERALTA, Sr. *(T/W)*

Philippines/Philippines/Filipinas:

PINEDA, Ms. *(G)*
SUSI, Mr. *(G)*
INOCENTES, Mr. *(E)*
DINGLASAN, Mr. *(T/W)*

Pologne/Poland/Polonia:

BACZKOWSKI, Mr. *(G)*
PRZYGODZKI, Mr. *(G)*
RACZKA, Mr. *(E)*
WOJCIK, Mr. *(T/W)*

Portugal:

DA SILVA, M. *(G)*
DIAS, M. *(G)*
VAN ZELLER, M. *(E)*
DE CARVALHO, M. *(T/W)*

Qatar:

AL-MAHMOUD, Mr. *(G)*
BUSHARBAK, Mr. *(G)*
AL-BUAINAIN, Mr. *(T/W)*

Roumanie/Romania/Rumania:

BREHOI, M. *(G)*
POPESCU, M. *(G)*
DOBRIN, M. *(E)*
HOSSU, M. *(T/W)*

Royaume-Uni/ United Kingdom/ Reino Unido:

WESTON, Mr. *(G)*
HARTWELL, Ms. *(G)*
MACKIE, Miss *(E)*
BRETT, Mr. *(T/W)*

Russie, Fédération de/ Russian Federation/ Rusia, Federación de:

EVLYUKHIN, M. *(G)*
BORCHEVSKY, M. *(G)*
KOLMOGOROV, M. *(E)*
RESHETNIKOV, M. *(T/W)*

Saint-Marin/San Marino/ San Marino:

CECCHETTI, M. *(G)*
ZEILER WERBROUCK, M^{me} *(G)*
GIARDI, M. *(T/W)*

Sénégal/Senegal/Senegal:

DIALLO, M. *(G)*
FALL, M. *(G)*
BEYE, M. *(E)*
NIASSE, M. *(T/W)*

Slovaquie/Slovakia/Eslovaquia:

KUBIS, Mr. *(G)*
HETTES, Mr. *(G)*
SLUNCIK, Mr. *(E)*
ENGLIS, Mr. *(T/W)*

Slovénie/Slovenia/Eslovenia:

TRATNIK, Mrs. *(G)*
CICEROV, Mr. *(G)*
GOLJEVSCEK, Mr. *(T/W)*

Soudan/Sudan/Sudán:

HAIDOUB, Mr. *(G)*

Sri Lanka:

WIMALASENA, Mr. *(G)*
HAPANGAMA, Mr. *(G)*
SUNDARAM, Mr. *(T/W)*

Suède/Sweden/Suecia:

WIKLUND, Ms. *(G)*
JONZON, Mr. *(G)*
SELANDER, Mr. *(E)*
EDSTROM, Mr. *(T/W)*

Suisse/Switzerland/Suiza:

BRANDT, M. *(G)*
ELMIGER, M. *(G)*
PLASSARD, M. *(E)*
CRIDAZZI, M^{me} *(T/W)*

Swaziland/Swaziland/ Swazilandia:

MANDARA, Mr. *(G)*
MNDZEBELE, Mr. *(G)*
HLOPHE, Mr. *(E)*

République arabe syrienne/Syrian Arab Republic/República Arabe Siria:

YASER, Mr. *(G)*
AL-SEYOUFY, Mr. *(G)*

Tanzanie, République-Unie de/ Tanzania, United Republic of/ Tanzanía, República Unida de:

RUTABANZIBWA, Mr. *(G)*
BILALI, Mr. *(G)*
NYAMHOKYA, Mr. *(T/W)*

République tchèque/Czech Republic/República Checa:

VENERA, Mr. *(G)*
VONKOVA, Mrs. *(G)*
PRIOR, Mr. *(E)*
FALBR, Mr. *(T/W)*

Thaïlande/Thailand/Tailandia:

PROMPUNTHUM, Miss *(G)*
NELAYOTHIN, Mr. *(G)*
SUCKRASON, Mr. *(E)*

Togo:

BLEDJE, M. *(G)*
MIDAMOU, M. *(G)*
SEDDOH, M. *(E)*
DOEVI-TSIBIAKU, M. *(T/W)*

Trinité-et-Tobago/ Trinidad and Tobago/ Trinidad y Tabago:

JOHN, Mr. *(T/W)*

Tunisie/Tunisia/Túnez:

KCHAOU, M. *(G)*
TEBOURBI, M. *(G)*

Turquie/Turkey/Turquía:

TERZI, Mr. *(G)*
TURKER, Mr. *(G)*

Ukraine/Ukraine/Ucrania:

SLIPTCHENKO, M. *(G)*
LIPATOV, M. *(G)*
PONOMAREV, M. *(E)*
CHILOV, M. *(T/W)*

Uruguay:

VANERIO, Sr. *(G)*
FERNANDEZ, Sr. *(T/W)*

Venezuela:

PESTANA, Sr. *(G)*
VERLEZZA, Sra. *(G)*

Viet Nam:

NGUYEN, M. *(G)*
DO MINH, M. *(G)*
NGUYEN TIEN QUAN, M. *(E)*
HOANG KIM NGUYEN, M. *(T/W)*

Zambie/Zambia/Zambia:

NYIRENDA, Mr. *(G)*
MAPANI, Mr. *(G)*
SHAMENDA, Mr. *(T/W)*

Zimbabwe:

HOVE, Mr. *(G)*
BARE, Ms. *(G)*
CHIWESHE, Mr. *(E)*
SIBANDA, Mr. *(T/W)*

Contre/Against/En contra 5

Emirats arabes unis/ United Arab Emirates/ Emiratos Arabes Unidos:

MATTAR, Mr. *(E)*

Malaisie/Malaysia/Malasia:

AKBAR BABA, Mr. *(G)*
AHMAD MOHD IDRUS, Mr. *(G)*
MOKZHANI, Mr. *(E)*

Tanzanie, République-Unie de/ Tanzania, United Republic of/ Tanzanía, República Unida de:

MAENDA, Mr. *(E)*

Abstentions/Abstentions/Abstenciones 23

Allemagne/Germany/Alemania:

THUSING, Mr. *(E)*

Argentine/Argentina/Argentina:

FUNES DE RIOJA, Sr. *(E)*

Bangladesh:

HYDER, Mr. *(E)*

Brésil/Brazil/Brasil:

NEVES FILHO, Mr. *(E)*

Corée, République de/ Korea, Republic of/ Corea, República de:

LEE, Mr. *(E)*

Egypte/Egypt/Egipto:

FAHMY, Mr. *(E)*

Etats-Unis/United States/ Estados Unidos:

SCHALLER, Mr. *(E)*

Japon/Japan/Japón:

WAKAKI, Mr. *(G)*
TAKAHASHI, Mr. *(G)*
SUZUKI, Mr. *(E)*

Luxembourg/Luxembourg/ Luxemburgo:

SAUBER, M. *(E)*

Mozambique:

FRANCISCO, Mr. *(G)*
CORREIA, Mr. *(G)*

Nicaragua:

BENDAÑA, Sr. *(E)*

Pays-Bas/Netherlands/ Países Bajos:

HAK, Miss *(E)*

Slovénie/Slovenia/Eslovenia:

JAKOPANEC, Mrs. *(E)*

Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago:

PHILLIPS, Mr. *(G)*
LINTON, Mr. *(G)*
MILLETTE, Mr. *(E)*

Tunisie/Tunisia/Túnez:

M'KAISSI, M. *(E)*

Turquie/Turkey/Turquía:

EVIN, Mr. *(E)*

Uruguay:

VARELA TRAVERSO, Sr. *(E)*

Venezuela:

ARBELOA, Sr. *(E)*

Quorum: 263

Final record vote on the Recommendation concerning the prevention of major industrial accidents

Pour/For/En pro 351

Afghanistan/Afghanistan/Afganistán:

BALKHI, M. *(G)*
BASHIRI, M. *(E)*
SAME, M. *(T/W)*

Algérie/Algeria/Argelia:

ABDELOUAHAB, M^{me} *(G)*
STAMBOULI, M. *(G)*
BENALI, M. *(E)*

Allemagne/Germany/Alemania:

WILLERS, Mr. *(G)*
MAASSEN, Mr. *(G)*
ADAMY, Mr. *(T/W)*

Angola:

DA COSTA, M. *(G)*
N'GOVE LUSSOKE, M. *(G)*
DA COSTA, M. *(T/W)*

Arabie saoudite/Saudi Arabia/Arabia Saudita:

KENTAB, Mr. *(G)*
AL-KHALIDI, Mr. *(G)*
DAHLAN, Mr. *(E)*
JOMA'A, Mr. *(T/W)*

Argentine/Argentina/Argentina:

MAYORAL, Sr. *(G)*
ETALA, Sr. *(G)*
BALDASSINI, Sr. *(T/W)*

Australie/Australia/Australia:

DEJONG, Mr. *(G)*
LEIGH, Ms. *(G)*
NOAKES, Mr. *(E)*
MAYMAN, Ms. *(T/W)*

Autriche/Austria/Austria:

MELAS, Mr. *(G)*
LANGHAMMER, Mr. *(G)*
ARBESSER-RASTBURG, Mr. *(E)*
FRIEHS, Mr. *(T/W)*

Bahamas:

ARCHER, Mr. *(G)*
PETTY, Mrs. *(E)*

Bahreïn/Bahrain/Bahrein:

AL-MADANI, Mr. *(G)*
ZAIN AL-ABIDEEN, Mr. *(E)*
ABDULLA, Mr. *(T/W)*

Bangladesh:

FARID, Mr. *(G)*
HYDER, Mr. *(E)*
ALI, Mr. *(T/W)*

Barbade/Barbados/Barbados:

BREWSTER, Mr. *(G)*
TROTMAN, Mr. *(T/W)*

Bélarus/Belarus/Belarús:

BADEY, Mr. *(G)*
ZHUKOWSKY, Mr. *(G)*
KUNYAVSKY, Mr. *(E)*
BULGAK, Mr. *(T/W)*

Belgique/Belgium/Bélgica:

LEEMANS, M. *(G)*
MINNE, M. *(E)*
DE VITS, M^{me} *(T/W)*

Belize/Belize/Belice:

PATTEN, Mr. *(T/W)*

Bénin/Benin/Benin:

ZANOU, M. *(G)*
AHOYO, M^{me} *(G)*
DOSSOU, M. *(T/W)*

Bolivie/Bolivia/Bolivia:

SORUCO VILLANUEVA, Sr. *(G)*
CRESPOI, Sr. *(G)*

Botswana:

PALAI, Mr. *(G)*
BAKWENA, Mr. *(G)*
DAMBE, Mr. *(E)*
GABORONE, Mr. *(T/W)*

Brésil/Brazil/Brasil:

DE ARAUJO LIMA, Mr. *(G)*
DA SILVA, Mr. *(G)*
IBRAHIM, Mr. *(T/W)*

Burkina Faso:

SILGA, M. *(G)*
KABORE, M. *(G)*
KABORE, M. *(E)*
NAMONO, M. *(T/W)*

Burundi:

NZEYIMANA, M. *(G)*
NZISABIRA, M. *(E)*

Cameroun/Cameroon/Camerún:

NYANGANG, Mrs. *(G)*
SOMBES, Mr. *(T/W)*

Canada/Canada/Canadá:

CARON, M^{me} *(G)*
AUSMAN, Mr. *(G)*
McNICOLL, M^{me} *(E)*
PARROT, M. *(T/W)*

Chili/Chile/Chile:

ORLANDINI MOLINA, Sr. *(G)*
LOYOLA OSORIO, Sr. *(G)*
UNDURRAGA UNDURRAGA, Sr. *(E)*
CORTES MUÑOZ, Sr. *(T/W)*

Chine/China/China:

ZHU, Mr. *(G)*
ZHANG, Mr. *(G)*
PAN, Mr. *(E)*

Chypre/Cyprus/Chipre:

ANASTASSIADES, Mr. *(G)*
MAKRIS, Mr. *(G)*
SPYRIDAKIS, Mr. *(E)*
CHRISTOFI, Mr. *(T/W)*

Colombie/Colombia/Colombia:

ZUÑIGA VALVERDE, Sr. *(G)*
PALACIO PALACIO, Sr. *(G)*
ALVIS FERNANDEZ, Sr. *(T/W)*

Congo:

NGANGA-TSILA, M. *(G)*
MALONGA, M. *(G)*

Corée, République de/Korea, Republic of/Corea, República de:

LEE, Mr. *(G)*
PARK, Mr. *(G)*
KIM, Mr. *(T/W)*

Costa Rica:

RODRIGUEZ HERNANDEZ, Srta. *(G)*
RHENAN SEGURA, Sr. *(G)*

Côte d'Ivoire:

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MUSULIN, Mrs. *(G)*
SUSAC, Mr. *(E)*
BRAZZODURO, Mr. *(T/W)*

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LAGO SILVA, Sr. *(G)*
DE LOS REYES, Sr. *(E)*
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MATTAR, Mr. *(E)*
AL-ABDOULLI, Mr. *(T/W)*

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KARA, Mr. *(T/W)*

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AL-SALEH, Mr. *(G)*
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MOKZHANI, Mr. *(E)*
ZAINAL, Mr. *(T/W)*

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NDOVI, Mr. *(G)*
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SIDIBE, M^me^ *(G)*

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BOLAKY, Mr. *(G)*
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MABUMO, Mr. *(T/W)*

Myanmar:

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SHWE, Mr. *(G)*
AYE, Mr. *(E)*
LWIN, Mr. *(T/W)*

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VAN ROOYEN, Mr. *(G)*
SHIKANGALA, Mr. *(E)*
ESAU, Mr. *(T/W)*

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BENDAÑA, Sr. *(E)*
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MAYAKI, M. *(G)*
SABO, M. *(E)*
IBRAHIM, M. *(T/W)*

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BRUAAS, Mr. *(G)*
BREVIG, Ms. *(E)*
DAHL, Mr. *(T/W)*

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MUKASA, Mr. *(T/W)*

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BALOCH, Mr. *(G)*
TABANI, Mr. *(E)*

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KUTAL, Mr. *(T/W)*

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SCHRAMA, Mr. *(G)*
SIETARAM, Mrs. *(T/W)*

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TINCOPA, Srta. *(G)*
PEDRAZA AZURIN, Sr. *(E)*
LAZO PERALTA, Sr. *(T/W)*

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SUSI, Mr. *(G)*
INOCENTES, Mr. *(E)*
DINGLASAN, Mr. *(T/W)*

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HENCZEL, Mr. *(G)*
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WOJCIK, Mr. *(T/W)*

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VAN ZELLER, M. *(E)*
DE CARVALHO, M. *(T/W)*

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HOSSU, M. *(T/W)*

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HARTWELL, Ms. *(G)*
MACKIE, Miss *(E)*
BRETT, Mr. *(T/W)*

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EVLYUKHIN, M. *(G)*
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KOLMOGOROV, M. *(E)*
RESHETNIKOV, M. *(T/W)*

Saint-Marin/San Marino/San Marino:

CECCHETTI, M. *(G)*
ZEILER WERBROUCK, M^me^ *(G)*
GIARDI, M. *(T/W)*

Sénégal/Senegal/Senegal:

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FALL, M. *(G)*
BEYE, M. *(E)*
NIASSE, M. *(T/W)*

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KUBIS, Mr. *(G)*
HETTES, Mr. *(G)*
SLUNCIK, Mr. *(E)*
ENGLIS, Mr. *(T/W)*

Slovénie/Slovenia/Eslovenia:

TRATNIK, Mrs. *(G)*
CICEROV, Mr. *(G)*
GOLJEVSCEK, Mr. *(T/W)*

Soudan/Sudan/Sudán:

HAIDOUB, Mr. *(G)*

Sri Lanka:

WIMALASENA, Mr. *(G)*
HAPANGAMA, Mr. *(G)*
SUNDARAM, Mr. *(T/W)*

Suède/Sweden/Suecia:

WIKLUND, Ms. *(G)*
JONZON, Mr. *(G)*
SELANDER, Mr. *(E)*
EDSTROM, Mr. *(T/W)*

Suisse/Switzerland/Suiza:

BRANDT, M. *(G)*
ELMIGER, M. *(G)*
PLASSARD, M. *(E)*
CRIDAZZI, M^me^ *(T/W)*

Suriname:

DE VRIES, Mr. *(E)*

Swaziland/Swaziland/ Swazilandia:

MANDARA, Mr. *(G)*
MNDZEBELE, Mr. *(G)*
HLOPHE, Mr. *(E)*

Tanzanie, République-Unie de/ Tanzania, United Republic of/ Tanzanía, República Unida de:

RUTABANZIBWA, Mr. *(G)*
BILALI, Mr. *(G)*
MAENDA, Mr. *(E)*
NYAMHOKYA, Mr. *(T/W)*

République tchèque/Czech Republic/República Checa:

VENERA, Mr. *(G)*
VONKOVA, Mrs. *(G)*
PRIOR, Mr. *(E)*
FALBR, Mr. *(T/W)*

Thaïlande/Thailand/Tailandia:

PROMPUNTHUM, Mrs. *(G)*

Togo:

BLEDJE, M. *(G)*
MIDAMOU, M. *(G)*
SEDDOH, M. *(E)*
DOEVI-TSIBIAKU, M. *(T/W)*

Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago:

JOHN, Mr. *(T/W)*

Tunisie/Tunisia/Túnez:

KCHAOU, M. *(G)*
TEBOURBI, M. *(G)*
M'KAISSI, M. *(E)*

Turquie/Turkey/Turquía:

TERZI, Mr. *(G)*
TURKER, Mr. *(G)*
EVIN, Mr. *(E)*

Ukraine/Ukraine/Ucrania:

SLIPTCHENKO, M. *(G)*
LIPATOV, M. *(G)*
PONOMAREV, M. *(E)*
CHILOV, M. *(T/W)*

Uruguay:

FERNANDEZ, Sr. *(T/W)*

Venezuela:

PESTANA, Sr. *(G)*
VERLEZZA, Sra. *(G)*

Viet Nam:

NGUYEN, M. *(G)*
DO MINH, M. *(G)*
NGUYEN TIEN QUAN, M. *(E)*
HOANG KIM NGUYEN, M. *(T/W)*

Zambie/Zambia/Zambia:

NYIRENDA, Mr. *(G)*
MAPANI, Mr. *(G)*
SHAMENDA, Mr. *(T/W)*

Zimbabwe:

HOVE, Mr. *(G)*
BARE, Ms. *(G)*
CHIWESHE, Mr. *(F)*
SIBANDA, Mr. *(T/W)*

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Papouasie-Nouvelle-Guinée/ Papua New Guinea/ Papua Nueva Guinea:

JOEL, Mr. *(G)*
TANU, Mr. *(G)*

Trinité-et-Tobago/ Trinidad and Tobago/ Trinidad y Tabago:

PHILLIPS, Mr. *(G)*
MILLETTE, Mr. *(E)*

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THUSING, Mr. *(E)*

Argentine/Argentina/Argentina:

FUNES DE RIOJA, Sr. *(E)*

Brésil/Brazil/Brasil:

LINHARES, Ms. *(E)*

Corée, République de/ Korea, Republic of/ Corea, República de:

LEE, Mr. *(E)*

Egypte/Egypt/Egipto:

FAHMY, Mr. *(E)*

Etats-Unis/United States/ Estados Unidos:

SCHALLER, Mr. *(E)*

Guatemala:

MENENDEZ CASTEJON, Mr. *(E)*

Japon/Japan/Japón:

WAKAKI, Mr. *(G)*
TAKAHASHI, Mr. *(G)*
SUZUKI, Mr. *(E)*

Mozambique:

FRANCISCO, Mr. *(G)*
CORREIA, Mr. *(G)*

Nouvelle-Zélande/ New Zealand/ Nueva Zelandia:

McLEA, Mr. *(G)*
SILBERSTEIN, Ms. *(G)*

Pays-Bas/Netherlands/ Países Bajos:

HAK, Miss *(E)*

Slovénie/Slovenia/Eslovenia:

JAKOPANEC, Mrs. *(E)*

Trinité-et-Tobago/ Trinidad and Tobago/ Trinidad y Tabago:

LINTON, Mr. *(G)*

Uruguay:

PENINO, Sr. *(E)*

Venezuela:

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No. 29 – Wednesday, 23 June 1993

PRINTED IN SWITZERLAND

Corrigenda

Provisional Record		
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6	6	Left-hand column, under "Workers' group", Mr. Kebe (Guinea) should be included among the Members of the Bureau.
7	1	Right-hand column. The speaker's name should read: Mr. ZUALA (Government adviser and subsitute delegate, India; etc.).
	8	Left-hand column, top lines. The sentence should end: "... and the 10 per cent lowest was 4.5 or 5:1, while now it has reached 20:1".
10	24	Right-hand column, top line. The speaker's name should read: Mr. SEMICHI (accompanying the Minister of Labour and Social Affairs, Algeria).
11	5	Right-hand column, second full paragraph, sixth line. For "restrictive economy" read "planned economy".
	11	Left-hand column, fourth paragraph from end of page. The sentence should begin: "Our social policy concept...". Right-hand column, fourth paragraph. The first sentence should end: "...those citizens who are unable to ensure the basic means of subsistence through their own endeavours". At the end of the sixth paragraph, add the following sentence: "Finally, let me express the Government's determination to ensure the successful continuation of economic transformation."
12	1	Right-hand column. In the list of Employers' deputy members the 12th name should read as follows: Mr. de Regil (Mexico).
	2	Left-hand column. In the list of Workers' deputy members, the sixth name should read as follows: Mr. Klochkov (Russian Federation).
	8	Right-hand column. The speaker's name should read: "Mr. MOUSHOUTTAS". In the third paragraph of Mr. Moushouttas' speech, delete the word "fully" in the fourth line. In the last paragraph on page 8, for "fifteenth century" read "fifth century".
	9	Left-hand column, sixth full paragraph, third line, for "single-rate" read "flat-rate".
13	13	Left-hand column. The speaker's name should read: Mr. DESSER (Government adviser, Austria).
	16	Right-hand column, third full paragraph. In the second line the word "a" should be deleted.
	17	Left-hand column. In lines 3 to 5 the sentence should read: "... a permanent Conference committee on this matter would be intolerable to my Government".
	19	Left-hand column, speech by Mr. ZELLHOEFER (Workers' adviser and substitute delegate, United States). In the first paragraph, line 8, insert "greater" before "optimism". Second paragraph, the third sentence should begin "The Histadrut committee for the workers from the territories...". The last sentence should begin "The combined data..." and end "... having been opened, 250 applications for legal advice, and 3,157 complaints being handled". Right-hand column, first full paragraph, line 5 should begin "necessary security measures". Fourth full paragraph, line 13, delete the word "either".
	22	Left-hand column. The speaker's name (Mr. TIZMAGHZ) should be preceded by "Original Farsi".
	25	Both columns. Mr. GHETASSI's name should be preceded by "Original Arabic".
	33	The statement by Mr. Aly Khalil, Minister of Social Affairs and Labour of the Syrian Arab Republic, exercising his right of reply on behalf of the Arab Group, should read as follows: "I asked for the floor to exercise the right of reply to what was said by the Government delegate and the Workers' delegate of the United States concerning the reasons which led the Arab Group not to have recourse to the supervisory bodies, in other words to the ILO's usual supervisory machinery, to defend the interests of Palestinian workers and those of other Arab

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13 33 workers in the other occupied Arab territories. My reply is that the Arab Group is not unaware of, does not pretend to be unaware of, and does not transgress this machinery, but respects and abides by its rules. The reasons for not having recourse to this machinery can be summarized as follows:

1. The examination of the situation of Arab workers in Palestine and in the other occupied Arab territories is, at present, carried out directly, for fundamental objective reasons, by the International Labour Office in accordance with article 10 of the Organization's Constitution, and pursuant to two resolutions adopted by the Conference in 1974 and 1980, with which you are familiar and whose application is incumbent on every member State of this Organization. That is why we believe that recourse to the supervisory machinery would mean that we are disregarding the Conference resolutions, leading to a kind of duplication and contradiction in the methods of work of ILO bodies – something which should not be done in the interest of a pressing cause, especially since the Director-General sends a fact-finding mission every year in application of the two above-mentioned resolutions. I ask whether there is any doubt as to the veracity of the information and data contained in the Director-General's Report, which is acknowledged by all to be objective, honest and serious.

2. The records of the Office's Committee on Freedom of Association are full of countless complaints against the Israeli occupation authorities alleging the violation of trade union rights and freedoms, including cases Nos. 567, 797, 811, 1,290 and 1,414, to mention but a few. What purpose have these complaints served? In spite of the clarity and transparency of the recommendations formulated by the Committee on Freedom of Association, the Israeli occupation authorities have failed to take any of these recommendations into account, as evidenced by the fact that these cases of violation of trade union rights and freedoms are still open. The Director-General's Report this year clearly attests to this. You can see for yourselves if you turn to paragraph 98; that way I shall not have to go into the details which are familiar to all of you.

3. Many statements have been made in accordance with article 24 of the Constitution, the latest being the opinion submitted in 1986 by the Legal Adviser to the 233rd Session of the Governing Body, which clearly stated that the occupation of Arab territories by Israel in 1967 could not be considered as having the effect of extending to the territories occupied by Israel the obligations arising from the Conventions it had ratified. Consequently, the Governing Body considered that the representation submitted in accordance with article 24 was not receivable. The Legal Adviser moreover was of the opinion that the cases submitted under article 26 of the Constitution would be irreceivable. I wonder if there are other articles we can invoke to have the ILO receive our complaints. Perhaps the American delegate can tell us.

4. Those who attended the 63rd Session of the Conference in 1977 know that the Conference rejected the report of the Conference Committee on the Application of Standards on the grounds that the Committee had exceeded its prerogatives and mandate, by examining reports submitted by occupation authorities which did not have the right, under the provisions of international law, to extend the scope of these laws to citizens subject to military occupation.

5. Other supervisory bodies deal with ordinary situations in the context of the international labour code, in other words, cases involving sovereign States, or a sovereign State and its own citizens. As for military occupation, it is an extraordinary situation which consequently requires extraordinary measures. At present, the ILO Constitution has no article covering such cases, which lie beyond the usual relations between nations and peoples.

To sum up, your Conference, as a supreme authority, remains competent to monitor this extraordinary situation until the occupation ends and the Palestinian people is free to exercise its right of self-determination and sovereignty over its territory. This sitting is but one manifestation of the ILO's obligation to give due attention to the situation of Arab workers in Palestine and in the other occupied Arab territories, until such time as the Conference establishes a standing committee to deal with this question."

14 14 Left-hand column, speech by Mr. AL-DAJANI. The first full paragraph should end: "20 million dinars". Third full paragraph, sixth and seventh lines should read: "… the basic element in all this is man as the true wealth of people".

19 1 Right-hand column, eighth line. The new sentence should begin: "It also considered…".

14 Left-hand column, speech by Mrs. CÉLESTIN SAUREL (Minister of Social Affairs, Haiti). In the second full paragraph, the second sentence should begin: "Another way of governing can inspire…".

26 Left-hand column, speech by Mr. PAN (Employers' delegate, China). The first paragraph should end: "Its urban labour force is composed of 148 million people, and more than 100 million of its massive rural labour force shifted to township enterprises by the end of last year. As the employers' organization in China, we are naturally concerned with this issue."

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19	45	Speech by Mr. AHMAD MOHD IDRUS (Government delegate, Malaysia). In the sixth line the sentence should begin: "The Government decides...". In the second paragraph, second line, replace "a" by "the". In the last paragraph, first line, delete the word "have".
20	7	Right-hand column, under the heading "Record vote on the resolution concerning the adoption of the Programme and Budget for 1994-95..." the statement by the Clerk of the Conference should read: "The result of the vote is as follows: 381 in favour, 6 against, with 26 abstentions...".
	17	At the top of the page, the figure for the number of votes in favour of the resolution concerning the adoption of the Programme and Budget for 1994-95 should be 381.
3	14	Right-hand column. Beginning with the eighth line, the text should read: "... the Government member of France submitted a subamendment which read: "When, in an exporting member State...".
5	20	Right-hand column, the third full paragraph beginning "It recalled..." should be joined to the preceding paragraph, following on from "Committee of Experts".
	24	Right-hand column, under Cuba, at the end of the seventh paragraph, after "any form of pressure" add: "nor conditions such as those invoked for the exercise of such rights".
	25	Left-hand column. The last sentence in the second full paragraph, beginning "A union recognized..." should in fact come at the end of the first full paragraph, after "coercion."
	29	Right-hand column. The first full paragraph, beginning "Finally..." should be joined to the preceding paragraph.
	31	The third paragraph beginning "In addition..." should be deleted and on pages 31 and 32, the text between the fourth full paragraph of the right-hand column ("The Workers' members...") and the end of the third full paragraph of the right-hand column on page 32 ("... upon their request.") should be removed and added to the end of the information concerning Cuba (Convention No. 87) on page 38, and preceded by the following paragraph: "In addition, a Government representative reiterated the written information presented by her Government with respect to the right of workers to establish trade union organizations as they wished in conformity with section 13 of the Labour Code. As for the conclusions formulated by the Committee on Freedom of Association mentioned by the Experts, she stated that they had been changed at the 286th Session of the Governing Body and that independently of any interpretation the real and objective fact was that the person who had made the propaganda of the ICFTU was not a trade unionist and, in addition, he had not followed up, in writing, the letter containing the request for information which had served as the basis for the ICFTU's complaint."
	36	Left-hand column. Delete "Costa Rica" at the beginning of the last paragraph. Right-hand column. The second full paragraph beginning "Referring to..." should be joined to the preceding paragraph.
	38	Right-hand column. After the fourth full paragraph, the words "See also under Convention No. 105" should be deleted and inserted at the end of the section on Ecuador, i.e. on page 39 after the paragraph ending "... with regard to the whole of the legislation".
	40	Left-hand column. The last paragraph, concerning Japan, should be replaced by the following: "A Government representative stated that the basic observations of the Government on the question of the right to organize of fire-fighting personnel had been given in its previous annual reports sent to the Office and that since 1990 periodic consultations between the responsible ministries and the All-Prefectural Municipal Workers' Union (JICHIRO) had been taking place and they had agreed to consult each other so as to find a solution to the problem of the right to organize of fire-fighting personnel within a period of two years. Recently there had been frequent discussions on how to find concrete solutions. Important efforts had also been made to gain a wider understanding of the problems involved and to be able to transmit the necessary information to the members of the Diet and to the trade unions. Despite all the efforts and consultations, a solution still had not been found since the problem had a long history and concerned a large number of people. The Government nevertheless continued to make all possible efforts not to interrupt the ongoing negotiations. It was expecting to take various measures and to have more frequent exchanges of information with the parties concerned and the ILO. To the extent possible it would be providing the ILO with all the available information."

No.	Page	
25	40	Right-hand column. In the first full paragraph insert "Japan" after "The Workers' member of". The third full paragraph should be replaced by the following: "The Government representative stated that, while cooperating closely and fully with the ILO, his Government considered that a significant means of finding a solution to the problem would be to invite the parties concerned in the ILO to come to Japan to meet the responsible officials there and obtain direct information. He expressed his Government's willingness to cooperate with the Office." At the end of the fourth full paragraph, add "Japan" after "... the desired results in". The fifth full paragraph should end "... and the Workers' member of Japan had not referred to it".
	41	Left-hand column. The fourth full paragraph should read as follows: "The Government representative stated that, to the extent possible, his Government would provide the appropriate information, as requested by the Committee of Experts, with regard to the right to strike of public servants."
	42	Left-hand column. In the third full paragraph insert "Japan" after "The Workers' member of".
	43	Left-hand column. In the first full paragraph insert "Japan" after "A Workers' member of". Right-hand column. In the twelfth line a new paragraph should start with the words "The Government representative indicated...". At the end of the present first full paragraph, the last sentence, i.e. "The Workers' members recalled that they had requested a special paragraph for this case." should constitute a separate paragraph.
	47	Left-hand column. In the second full paragraph the second sentence, beginning "The Workers' member of the Netherlands...", should mark the start of a new paragraph. Right-hand column. In lines 2 and 3 the words "of Sweden" should be deleted.
	50	Left-hand column. In the penultimate line the words "occupations and" should be inserted before "sectors". Right-hand column. In the first full paragraph, line 7, after "... between men and women." insert "Such objective measures included the labour market." The fourth full paragraph should read "The Government representative stated that she had taken note of the comments made by the members of the Committee."
	51	Left-hand column, top of page. The following should be added after the observations of the Committee concerning Japan (Convention No. 100): "The Government member of Japan stated that she had a few things to say about the beginning of the conclusions adopted by the Committee, although she was not asking for changes. The beginning of the conclusions was an inexact citation of the Government which had not stated that it intended to introduce changes of policies directly aimed at applying the Convention but rather that it wished to examine related policies which would result in the narrowing of the average wage gaps between men and women which was an indirect aim of the Convention."
	52	Right-hand column. The final paragraph should begin: "*Brazil* (ratification: 1965). A Government representative recognized...".
	59	The last paragraph at the bottom of the left-hand column (concerning Saudi Arabia) and the first paragraph at the top of the right-hand column should be joined.
	63	Right-hand column. In the third full paragraph delete "of New Zealand" after "The Government representative".
	66	Left-hand column. The third and fourth full paragraphs should be joined.

RESOLUTIONS ADOPTED BY THE CONFERENCE

RESOLUTIONS

I

Resolution concerning the procedure at the Eighth African Regional Conference[1]

The General Conference of the International Labour Organization,

Recalling that, in the light of the reforms introduced on an experimental basis at the Eleventh Asian Regional Conference and the Thirteenth Conference of American States Members of the ILO to reduce the length and cost of regional conferences, the Governing Body has decided that it is necessary to continue the experimental procedure for the Eighth African Regional Conference and that, pending revision of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organization, authority should be given to the said Conference to derogate from them, as required, to implement these changes on an experimental basis before deciding on a possible revision of the above-mentioned Rules;

Hereby authorizes the Eighth African Regional Conference, by way of derogation from the applicable Rules:

(a) to consider the business carried out at preliminary group meetings preceding the formal opening of the Conference as having been carried out in official group meetings;

(b) to dispense with the appointment of a Selection Committee and entrust its functions (except in respect of resolutions for which a Resolutions Committee may be appointed under article 13, paragraph 3, of the Rules) to the Officers of the Conference;

(c) to limit the composition of the Resolutions Committee to not more than five members from each group;

(d) to authorize, in case of need, any drafting subcommittee or other subsidiary body set up by a committee of the Conference to report direct to the plenary of the Conference instead of through the Committee;

(e) to suspend the requirement that reports on technical items of the agenda be dispatched by the Office so as to reach governments at least three months before the opening of the Conference if any such report is included in a single volume with the other reports of the Director-General, which would thus be required to reach governments two months beforehand;

(f) to reduce the time-limit for addresses to the Conference from 15 to ten minutes.

II

Resolution concerning exposure to and safety in the use of biological agents at work[2]

The General Conference of the International Labour Organization,

Recognizing that the increasing exposure to and use of biological agents calls for an increased international awareness of the hazards and risks from those agents,

Recognizing that the increasing exposure to and use of biological agents in a wide range of processes and products require that appropriate measures are taken to minimize the risks to workers, the public and the environment,

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[1] Adopted on 3 June 1993.

[2] Adopted on 21 June 1993.

Noting that the special nature of the hazards and risks of the exposure to and use of biological agents may require safeguards not appropriate to the provisions of the Convention and Recommendation concerning the Prevention of Major Industrial Accidents and other international labour Conventions and Recommendations;

Invites the Governing Body of the International Labour Office to request the Director-General:

(1) to take steps to address the question of exposure to and safety in the use of biological agents at work;

(2) to consider the need for new international instruments in order to minimize the risks to workers, the public and the environment.

III

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Part-time work"[1]

The General Conference of the International Labour Organization,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Convention and a Recommendation concerning part-time work;

Decides that an item entitled "Part-time work" shall be included in the agenda of its next ordinary session for a second discussion regarding the proposed adoption of a Convention and a Recommendation concerning part-time work.

IV

Resolution concerning social protection and the alleviation of unemployment and poverty, and the social dimension of structural adjustment and transition to a market economy[2]

The General Conference of the International Labour Organization,

Recalling the Preamble to the Constitution of the ILO which stipulates that universal and lasting peace can be established only if it is based on social justice,

Further recalling the Declaration of Philadelphia which states that poverty anywhere constitutes a danger to prosperity everywhere,

Stating that social protection is a right which should be enjoyed by every member of society,

Noting the Report of the Director-General to the present session of the Conference, entitled *Social insurance and social protection*, which identifies joint prerequisites for the development of social protection programmes, including full employment, steady economic growth, the existence of functioning financial markets and institutions, stable and democratic political structures, good governance and administration and, above all, a social consensus which supports the redistribution of income,

Considering that the social and living conditions of people become particularly vulnerable during periods of profound political and economic change,

Considering the problems arising out of poverty, inadequate social security coverage and limited access to health care,

Recognizing that high unemployment has a particularly adverse effect on social protection, including pension schemes and unemployment benefits,

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[1] Adopted on 22 June 1993.

[2] Adopted on 21 June 1993.

Convinced that economic efficiency and growth, and their interaction with adequate social protection, are important prerequisites for successful national development, and that economic reforms should also lead to sustainable social progress,

Noting with concern the constraints faced particularly by developing countries such as an adverse economic environment and limited resources that constitute major impediments to full realization of a comprehensive and viable social protection scheme,

Underlining the importance of the efforts exercised by countries implementing structural adjustment programmes, particularly developing countries, and regretting in this context the adverse effects those programmes have in many cases entailed for social protection,

Convinced also that the alleviation of poverty is closely linked to the need to promote full, freely chosen and productive employment and that the application of all relevant international labour standards has an important contribution to make in countering unemployment and exclusion, and helping disadvantaged groups,

Recognizing that the main responsibility for establishing a suitable legal framework for social protection rests with governments, and noting the importance of dialogue and cooperation between governments and employers' and workers' organizations in formulating and carrying out relevant policies,

Stressing the specific mandate of the ILO to contribute to the promotion and strengthening of social justice, and that its assistance would be particularly useful in situations of structural adjustment,

Welcoming the proposal that the alleviation of poverty should be one of the priority objectives of the ILO's programme of activities for 1994-95,

Emphasizing the central role which the ILO should play in the preparation, convening and follow-up of the 1995 World Summit for Social Development, where both employment and the alleviation of poverty are core issues;

1. Invites governments and, where appropriate, employers' and workers' organizations:

(a) to take adequate measures for creating favourable conditions for social dialogue, particularly in the course of structural adjustment;

(b) to ensure that economic and structural reforms are carried out with due regard to the interests of all sectors of the population, and measures are taken to protect workers to the extent possible against the adverse effects of structural change, including by establishing appropriate mechanisms, such as vocational training and skills development programmes, for assisting those affected by structural adjustment;

(c) to make the alleviation of poverty and unemployment, and the need to promote job creation, principal goals of their economic and social policy, and to encourage policies which are in accordance with the principles of equality of opportunity and treatment and which reduce exclusion and marginalization;

(d) to develop, with the participation of workers' and employers' organizations, as appropriate, policies for economic growth and employment generation which will contribute to the strengthening of social protection systems, especially for the most vulnerable groups of the population;

(e) to integrate social protection measures in the initiation, design and implementation of structural adjustment programmes and programmes of transition to a market economy by taking into account their impact on employment, incomes, poverty and the well-being of the whole population;

(f) to extend social protection as an important element of a wider economic and social development strategy with a view to providing a basic income to all in need of social protection and establishing social assistance mechanisms to alleviate the consequences of poverty;

(g) to promote social protection schemes, based on the principles of insurance, solidarity and shared responsibility, with the participation of employers' and workers' organizations;

(h) to review their economic and social policies in the light of their contribution to the eradication of unemployment and the promotion of full, freely chosen and productive employment through sustained economic growth and development, and having regard to the principles of all relevant international labour standards;

(i) to continue to promote tripartite cooperation in the World Summit for Social Development, and all other appropriate forums, in advancing the goals stated above.

2. Invites the Governing Body of the International Labour Office to instruct the Director-General:

(a) to give special importance to social protection for the population and particularly for the most vulnerable groups in the implementation of the ILO's programme of work and the planning of future activities;

(b) to promote advisory services and technical cooperation which are necessary for the development of mechanisms of social protection in developing countries and those countries which have embarked on the transition to a market economy or are engaged in the process of structural adjustment, and to analyse their effectiveness in improving social protection in these countries;

(c) to assist governments in incorporating programmes of social protection in their economic, labour market and social development policies;

(d) to provide advice and assistance to the governments of member States in elaborating and updating their social legislation;

(e) to collect, make known and exchange, on a regular basis, information on the measures taken in member States as regards social protection during periods of structural adjustment, and to promote research on social and economic needs, demographic trends and methods for financing social protection;

(f) to ensure that the problems of poverty, exclusion and unemployment, and the need to promote job creation and access to employment and social protection for disadvantaged groups, are given due attention in the preparation of the Second High-Level Meeting on Employment and Structural Adjustment;

(g) to develop, intensify and institutionalize close cooperation with the international financial institutions such as the IMF, the World Bank, the regional reconstruction and development banks and other international bodies concerned with a view to having their programmes of assistance take into account the need for social protection, and thus contribute to mitigating the adverse effects of structural adjustment programmes;

(h) to monitor closely the contribution of ILO activities to the alleviation of poverty, which is one of the priority objectives in the 1994-95 programme, and to present a final evaluation at the end of the biennium, with appropriate proposals concerning research and analysis, technical cooperation, standards and other ILO work;

(i) to take measures to ensure the essential contribution of the ILO, through its tripartite structure, in the preparation, convening and follow-up of the World Summit for Social Development, giving particular emphasis to issues within the scope of the mandate of the ILO, which include the elimination of poverty, the promotion of full, freely chosen and productive employment, social protection and freedom of association.

V

Resolution concerning the role of the ILO in technical cooperation[1]

The General Conference of the International Labour Organization, meeting at its 80th Session (1993),

Having undertaken a thorough review of ILO operational activities on the basis of Report VI entitled "The role of the ILO in technical cooperation",

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[1] Adopted on 21 June 1993.

Bearing in mind the resolution concerning the role of the ILO in technical cooperation adopted at its 73rd (1987) Session; the resolution concerning the role of enterprises in employment growth and the creation of full, productive and freely chosen employment, adopted at its 79th (1992) Session; the resolution concerning rural employment promotion adopted at its 75th (1988) Session; the resolution concerning environment, development, employment and the role of the ILO, adopted at its 77th (1990) Session; and the resolution concerning adjustment and human resources development, adopted at its 79th (1992) Session,

Having regard to the resolution concerning self-employment promotion adopted at its 77th (1990) Session; the resolution concerning structural adjustment, industrial relations and economic and social development, adopted at its 78th (1991) Session; and the resolution concerning ILO action for women workers adopted at its 78th (1991) Session,

Recalling resolutions 44/211 and 47/199 of the United Nations General Assembly concerning operational activities for development of the United Nations system, adopted in 1989 and 1992 respectively, its resolution 45/199 proclaiming the Fourth United Nations Development Decade, as well as recent decisions of the UNDP Governing Council on programme approach, national execution, and the new support cost arrangements,

Recalling the plan of action adopted at the Second United Nations Conference on Least Developed Countries in 1990,

Recalling Agenda 21 adopted at the United Nations Conference on Environment and Development in 1992,

Recalling Consultation (Industrial and National Levels) Recommendation (No. 113) adopted at its 44th (1960) Session and Employment Policy Convention (No. 122) adopted at its 48th (1964) Session,

Reaffirming that the tripartite structure is the unique strength of the ILO, enabling it to associate workers' and employers' organizations along with governments, in a genuine active partnership process which, in turn, broadens and enriches the operational activities carried out by the Organization,

Reaffirming the relevancy of the document, noted by the 252nd (March 1992) Session of the ILO Governing Body concerning international labour standards and technical cooperation;

Adopts the following conclusions and invites the Governing Body of the International Labour Office to request the Director-General to give due consideration to them in the formulation, implementation and evaluation of the technical cooperation programme.

Conclusions concerning the role of the ILO in technical cooperation

INTRODUCTION

1. Technical cooperation should remain a major means of action for the attainment of the objectives of the ILO, complementing other means of action, in accordance with its mandate defined in the Constitution, and in the Declaration of Philadelphia.

2. Technical cooperation should be implemented in accordance with the objectives of the ILO and the needs and priorities of the recipient countries and should be confined to the fields central to the ILO's competence, making full use of its comparative advantage and tripartite structure. The programme should furthermore focus on the strengthening of national capacities of developing countries in the fields of ILO competence to help them attain the goal of self-reliance.

3. Priorities for country-specific ILO technical cooperation activities should be identified at the country-level by relevant government agencies in close consultations with the most representative employers' and workers' organizations and the Office and other donors responsible for substantial programmes of technical cooperation in the country, as appropriate.

4. In view of the increasingly competitive development environment in which the Organization has to operate, every possible measure should be taken to strengthen its unique expertise obtained from its tripartite structure. This is to be achieved through the allocation of resources to the agreed priorities through the programme and budget process and the adoption of appropriate personnel policies supported by a need-based training programme which includes promotion of understanding of the concerns of the social partners.

5. ILO technical cooperation should be an integral part of the operational activities for development, and as such should be carried out in full coordination with the various programmes and agencies in the UN system in order to avoid unnecessary overlap and duplication, and bearing in mind the ILO's own distinct objectives and tripartite structure. Particular attention should be given to General Assembly resolutions 44/211 and 47/199, previously cited.

6. The Governing Body should intensify its efforts to monitor, review and evaluate the technical cooperation programme, particularly through its new Committee on Technical Cooperation. This process should include evaluation of the overall programme and specific findings with respect to key programme areas. Programme evaluation should be based on rigorous methodology approved by the Governing Body through its appropriate committee. It would be desirable for the International Labour Conference to undertake a comprehensive review of the programme at regular intervals, at least every five years.

OBJECTIVES AND PRIORITIES

(A) *Substantive priorities*

7. In the 1990s the ILO technical cooperation programme should focus on three major areas, namely, support for democratization, poverty alleviation which, inter alia, includes employment creation, and the protection of workers. They can be summarized as follows:

(a) The promotion of democratic and representative institutions based on a sound and equitable legal framework, consistent with the relevant international labour standards, should be in the forefront of ILO concerns.

(b) Full, productive and freely chosen employment is the most effective means of fighting poverty. Future technical cooperation activities should aim especially at helping ILO constituents to contribute to the formulation of economic policies which increase employment, ensure sustainable development and promote economic growth.

(c) Human resources development and training for employment continue to be priority concerns. ILO assistance should increasingly concentrate on strengthening national capacity to formulate a training policy closely linked to labour market analysis as well as on encouraging private-sector training, including training in entrepreneurship and enterprise development and promoting greater flexibility in public training systems. In this regard account should be taken of the Conclusions appended to the Resolution concerning adjustment and human resources development, adopted by the Conference at its 79th (1992) Session.

(d) In the field of social protection, particular attention should be paid to the development, reform, and wherever possible the extension of social security schemes, health care and social safety nets. Greater emphasis should be placed on improving working conditions, in particular for workers in hazardous occupations.

(e) Special attention should be given to the most vulnerable groups, emphasizing support for the development of employers' and workers' organizations, to enable their effective participation in the process of development.

(f) The elimination of child labour should be pursued through a comprehensive approach based on the relevant ILO standards, tripartism, multidisciplinarity, and gender specificity. The abolition of forced labour and the protection of migrant workers and disadvantaged groups should be pursued vigorously.

(g) ILO assistance for the development of all major components of national labour administration systems, inter alia by tripartite labour inspection evaluation missions, should continue to be made available.

8. The promotion of gender equality in all development activities should be a basic concern of the ILO's technical cooperation programme. The application of gender-specific performance indicators should be integrated throughout the ILO's technical cooperation programme. It is essential, taking previous experiences into account, to ensure the full participation of women in the planning, design, implementation and evaluation of ILO development programmes and projects and to incorporate gender-specific criteria at all stages of the programme and project cycles. In the implementation of the programmes, particular attention should be paid to the ILO plan of action on equality of opportunity and treatment of men and women in employment, the resolution concerning ILO action for women workers adopted at the 78th Session (1991) of the International Labour Conference and the series of ILO Conventions and Recommendations designed to combat discrimination based on gender.

(B) *Major modalities*

9. In order to make the most effective use of the limited resources at its disposal the ILO should focus its technical cooperation programme on a selected number of priorities central to its mandate in accordance with the specific needs of the constituents in the recipient countries and thus ensuring that the Organization does fewer things better.

10. ILO technical cooperation should help the member States to achieve progress towards the ratification of ILO Conventions and towards better application of international labour standards.

11. A renewed effort should be made to promote tripartism. Priority should be given to providing assistance to strengthen labour ministries and employers' and workers' organizations.

12. The ILO should do everything possible within its mandate to consolidate efforts geared to promoting viable and sustainable economic and social development of the least developed countries taking account of the programme of action adopted at the Second United Nations Conference on Least Developed Countries in 1990.

13. The ILO, in accordance with its mandate, should actively contribute to the implementation of Agenda 21 adopted in 1992 at the United Nations Conference on Environment and Development. Particular attention should be paid to the relevant recommendations of the ILO Tripartite Advisory Meeting on Environment and the World of Work held in November 1992. Concern for environmental aspects and impact should be integrated in all technical cooperation. Operational guidelines should be prepared to ascertain that environmental concerns are integrated at all stages of the programme and project cycles.

SYNERGY BETWEEN INTERNATIONAL LABOUR STANDARDS AND TECHNICAL COOPERATION

14. Technical cooperation should not be seen as separate from other means of action, especially standard-setting and research. They should complement and reinforce each other in pursuing the ILO's objectives, thus contributing to development. ILO standards should thus be used as guiding principles for ILO technical cooperation activities.

15. Sensitization activities on the close complementarity between ILO standards and technical cooperation should be increasingly directed beyond the ILO and aim at funds, programmes and agencies in the United Nations system both at the central and country levels, multi-bilateral donors, international and regional financial institutions, in particular the International Monetary Fund and the World Bank, ILO constituents, government officials and parliamentarians.

16. Within the ILO, the complementarity between ILO standard setting and technical cooperation needs to be implemented in order to promote economic and social progress through the ratification and effective application of international labour standards, in the spirit of positive and constructive responses to be given to the ILO's constituents, in accordance with the guidelines noted by the Governing Body at its 252nd Session (March 1992).

17. Greater use should be made of the ILO regular budget and other funds available for technical cooperation to promote such links between standards and technical cooperation.

PROMOTION OF TRIPARTISM AND SOCIAL DIALOGUE

18. In order to increase and sustain the democratization process in a growing number of countries, close consultations with employers' and workers' organizations on economic and social policy options are necessary. Given this trend, the ILO must be able to provide advisory services and training as requested, enabling these organizations to strengthen their capacity to collect and analyse information, effectively participate in social dialogue, and to assume their new responsibilities under national execution.

19. Every possible measure should be taken to ensure that the social partners participate in the planning, implementation and evaluation of various activities under the ILO technical cooperation programme. As appropriate, special efforts should be made to sensitize constituents to the concept and application of a tripartite approach.

20. Consultations with the UNDP should continue to strongly emphasize tripartite participation in UNDP-funded technical cooperation activities in the fields of ILO competence. In this regard, urgent and ongoing actions are required by both the ILO and the UNDP.

21. Multilateral and multi-bilateral donors should be encouraged to increase their contributions to programmes directly benefiting workers' and employers' organizations in the recipient countries.

22. Special efforts should be made by the Office to encourage member States to ratify and implement the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and apply the Tripartite Consultation (Activities of the International Labour Organization) Recommendation, 1976 (No. 152).

KEY MANAGEMENT ISSUES

23. Given on the one hand, the many priorities indicated in these Conclusions and, on the other, the anticipated decline in funding and the clearly expressed need for the ILO to remain within its mandate, to make use of its comparative advantage and to do fewer things better, it is important to further develop a coherent ILO strategy for technical cooperation. Such a strategy should indicate clear priorities, feasible instruments for their attainment and a realistic timeframe. This will permit clear criteria for monitoring of progress by the Governing Body and the Conference and also ensure optimal use of scarce technical cooperation resources to achieve maximum impact. Accordingly, such a strategy document should be presented to the Committee on Technical Cooperation of the Governing Body as soon as possible, taking due account of the following key management issues.

(A) *Funding*

24. The ILO should continue to make every effort to ensure a steady and sufficient flow of resources for its programme, bearing in mind changing priorities and approaches. Consideration should be given to the best use of the UNDP Technical Support Services at the Programme Level (TSS1) facility both as a catalyst and a complement to research and policy advisory work under the ILO's

regular budget. An appropriate amount of funds should be earmarked for RBTC which should continue to play a key role in the ILO technical cooperation programme. Priority attention should be given to those ILO activities central to the core mandate which do not attract sufficient extra-budgetary funds.

25. As the application of the national execution/implementation modality progresses, the level of resources made available by UNDP for ILO execution/implementation is expected to decline. The impact of this resource decline on the technical cooperation programme should be kept under constant review by the Governing Body with regular reports being presented to it for consideration and appropriate action.

26. Efforts should be made to establish and intensify collaboration with new multi-bilateral donors and with the European Community, and generally to make the ILO's technical cooperation programme better understood and valued in donor and recipient countries alike. Special emphasis should be given to promoting the comparative advantage of the ILO as a channel for multilateral programmes, particularly with respect to its potential to ensure cohesion, complementarity, effective monitoring and evaluation mechanisms.

27. In contrast to stagnation and potential decline in official development aid flows, a greater amount of resources are being transferred to developing countries from international and regional financial institutions and, recently, through private sector flows. These trends are increasingly influencing economic and social development issues in developing countries. Taking these developments into account, the Office should strengthen its dialogue with the financial development institutions in close collaboration with the Organization's tripartite constituents and pursue an active involvement in all relevant aspects and at appropriate levels of their operations, in order to promote the full incorporation of social objectives in the policies and operations of these institutions and to secure funding from these institutions for the ILO's involvement in those elements of their programmes of technical cooperation in which the ILO can offer a comparative advantage.

28. The concept of partnership should be extended to donors financing the ILO's technical cooperation activities by (a) the continuance and expansion of member States seconding expertise at no cost to the ILO technical cooperation activities; (b) workers' and employers' organizations in developed countries making expertise and resources available for ILO programmes in respect of their counterparts in developing countries; and (c) fuller commitment to make expertise and resources available for technical cooperation among developing countries (TCDC) and countries in transition.

(B) *Coordination*

29. As a part of the United Nations system, and with its long experience in training, the ILO should fully support and contribute to the renewed system-wide efforts to strengthen national capacities of recipient countries and to enhance the coherence and impact of the operational activities of the system as a whole at the country level taking into account national development objectives.

30. In the pursuance of the new modalities such as national execution, programme approach, and greater emphasis on policy and programme-level advisory services, it is important to take full account of the capacities and needs of the recipient countries. An effective ILO technical cooperation programme should be conceived and implemented at the country level as a blend of policy-oriented research, policy advisory services and the execution/implementation of projects.

31. Care should be taken to ensure that the ILO's principles and concerns are fully reflected in an integrated UN response at the country level in accordance with the country objectives to be jointly identified with ILO tripartite constituents. Programmes must be coordinated carefully with other programmes delivered by the United Nations system. There must also be careful coordination with other multilateral and bilateral donor organizations involved in similar fields of technical cooperation within each recipient country.

32. The ILO should actively participate in the planned evaluation of the new UNDP support cost arrangements and keep the Governing Body fully informed of the outcome.

(C) *Programme implementation and evaluation*

33. There is a continuing need for enhancing the relevance, cost-effectiveness and impact of technical cooperation, consistent with the General Assembly resolutions 44/211 and 47/199. In this regard renewed efforts should be made to strengthen the functions of planning, monitoring and evaluation of all ILO technical cooperation activities both at headquarters and in the field, irrespective of their source of financing, within the framework of the active partnership policy.

34. The ILO should gradually devolve project execution and implementation to the recipient countries themselves as and when they are prepared to assume such responsibility, while shifting focus to policy and programme level advisory services. In this process, the national capacity of the recipient country should be carefully assessed, in consultation with its social partners and with the funding agency as appropriate.

35. Particular attention should be given to monitoring the degree to which women are represented as beneficiaries within the ILO's technical cooperation work, both through programmes specifically directed towards them and through their participation in general programmes. This question should be the subject for ongoing consideration by the Governing Body Committee on Technical Cooperation to ensure that women are represented as fully as possible in all aspects of technical cooperation. ILO technical cooperation should be carried out in such a way as to promote the elimination of adverse discrimination.

36. Quality control of the design and formulation of technical cooperation programmes and projects should remain a major concern. However, good design is a necessary but not sufficient condition for the success of technical cooperation activities. Therefore, the ILO should pay closer attention, in cooperation with its partners, to developing adequate mechanisms for the identification and planning of programmes and projects at the country level and for the effective monitoring of their implementation.

37. Considerable experience has been gained from past technical cooperation activities, hence, there is a need for wide dissemination, both inside and outside the Organization, of lessons learned and for ensuring that these lessons are taken into account when planning and implementing future activities. The ILO's unique position as an integrator of tripartite perspectives and experience should be stressed.

38. The combination of self-evaluation and independent evaluations is considered a valid approach. Self-evaluation benefits from the technical knowledge and experience of those directly responsible for implementation, allows for increased accountability and facilitates feedback. Independent evaluations which utilize outside specialists from the relevant ILO constituents, add objectivity and credibility to the overall evaluation and serve to make technical cooperation activities more transparent and comparable.

39. The long-term impact and the sustainability of technical cooperation activities should be pursued more systematically by undertaking comprehensive ex-post evaluations. The results of such evaluations could then contribute to ensure a more effective use of future aid resources.

40. In order to effectively respond to constantly evolving needs of recipient countries, a careful examination has to be made to select and assign the most appropriate expertise, bearing in mind that there is a growing need for increased use of national and regional experts for short-term assignments as a means of strengthening local participation aimed at achieving cost-effectiveness and sustainability.

41. ILO activities for the procurement of equipment and the subcontracting of services should be carried out in support of its substantive technical cooperation operations, aiming at providing the most appropriate type and quality of equipment and services at the lowest possible cost in accordance with established competitive procedures including also advice to constituents on market trends and technology, seeking to increase procurement from developing and underutilized donor countries and training assistance.

42. The ILO International Training Centre in Turin should continue to act as a key training instrument covering, among others, project-related training complementary to the technical services provided by other ILO programmes. It should also contribute to the design and implementation of various training activities within the United Nations system with particular emphasis on the ILO's core mandate, and strengthening the management capacity of recipient governments and the social partners for technical cooperation and on fostering effective coordination and teamwork within the UN system itself. The Centre should also be fully utilized in various stages in the implementation of the active partnership policy.

43. In its efforts to promote technical cooperation among developing countries (TCDC), the ILO should focus on providing technical advisory services through regional, subregional, interregional and global exchanges. It should also encourage them to make greater effort to mobilize the necessary resources for self-reliance and equality.

ACTIVE PARTNERSHIP POLICY

44. An active and meaningful partnership between the ILO's constituents, on a tripartite basis, and the Office, in particular at the field level, should be established for the purpose of formulating technical cooperation programmes as part of an integrated programme covering all areas of action of the ILO for the benefit of member States.

45. The various elements of the active partnership policy including the formulation of country objectives and the deployment of multidisciplinary teams should be vigorously implemented and carefully monitored.

46. The proposed country objectives will provide a framework for the ILO's operations in a given country. In formulating objectives, full consultations should be undertaken with the tripartite constituents to ensure that their priorities and concerns are fully integrated in the objectives so identified. This would be without prejudice to the policy of the ILO to assist the social partners directly. The country objectives should contribute effectively to, and take account of national development plans and priorities and be coordinated with the country strategy supported by the international development partners. In drawing up the country objectives particular care should be taken to ensure that the authorities in the country concerned are fully committed to taking forward and where appropriate implementing the conclusions of any projects designed to offer advice on policy or planning.

47. The ILO should increasingly concentrate on the provision of policy advice and assistance for the development of local capacities for the planning, monitoring and evaluation of technical cooperation activities. In this connection the ILO needs to concentrate more on policy-oriented and evaluation research, and the results achieved through technical cooperation, in addition to methodological and conceptual research. ILO research and studies should increasingly be judged a success in terms of their relevance to policy application. Emphasis needs to be placed both on country-specific studies carried out at the regional level and on comparative research and analysis going beyond the geographical boundaries of MDTs, to be performed by headquarters.

48. The growing complexity of social and economic issues demands a multidisciplinary approach to the provision of policy advice and other technical services and the integration of specific disciplines in a practical approach to development needs. The ILO has already taken various measures to promote and apply a multidisciplinary approach including the implementation of interdepartmental projects, the establishment of multidisciplinary teams and conceptual work being undertaken. This effort should be continued and intensified. The ILO should develop its conceptual framework and specific analytical tools to enable the effective application of multidisciplinarity.

49. Under the authority of the regional director, ILO offices should have responsibility for the identification of needs, in close consultation with the tripartite constituency, and for the management of ILO activities in the countries or subregions they cover, with the technical support of the multidisciplinary teams, and with appropriate support and overall guidance from headquarters.

50. The multidisciplinary teams should have clearly defined and structured objectives, and work plans which would permit evaluation of progress within a given time-frame. To ensure their most effective functioning, special attention needs to be given to team composition, coordination and management as well as training. The location and the composition of the multidisciplinary teams should be kept under constant review by the Governing Body so that they may effectively respond to the changing needs of the countries and regions. Special attention should be given by the Governing Body to ensuring that MDTs do include skills required to deal with particular issues such as child labour, social security issues and the transition to market economies.

51. The MDTs should be actively supported by the technical departments, interacting with headquarters' staff, other MDTs and other organizations within the United Nations system. As a consequence of the tripartite structure of the ILO, the employers' and workers' specialists within each MDT should, while working closely with other members of the team, report to their respective headquarters' bureau. Maximum collaboration with and use of local expertise and institutions should be promoted and periodically monitored by the Governing Body Committee on Technical Cooperation.

52. The progress in the implementation of the active partnership policy should be periodically reported to the Governing Body and included in overall evaluation of achievements and impact by the International Labour Conference, at least every five years.

VI

Resolution concerning the granting to Romania of permission to vote under paragraph 4 of article 13 of the Constitution of the International Labour Organization[1]

The General Conference of the International Labour Organization;

Having regard to the terms of the financial arrangement adopted by the Conference at its 77th Session (1990) for the settlement of the arrears of Romania;

Having regard further to the fact that Romania has brought itself up to date within the terms of the financial arrangement by payment of the balance of the amounts due in 1992 on 5 February 1993;

Decides that Romania be permitted to vote in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organization.

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[1] Adopted on 8 June 1993.

VII

Resolution concerning outstanding debts of member States and the right to vote[1]

The General Conference of the International Labour Organization,

Decides that article 10, paragraph 7, of the Financial Regulations shall be amended to read as follows (deletions in square brackets, additions in italics):

> Any payment in respect of contributions made by a Member of the Organization which has not paid in full its contribution for previous calendar years shall, unless the Conference decides otherwise in particular cases, be credited against the earliest in date of such arrears, *including amounts outstanding in relation to payment of contributions during former periods of membership*, notwithstanding any expression of intention to the contrary by the debtor Member. Where arrears *or such outstanding amounts* have been consolidated, a Member of the Organization is required to pay its annual instalment [in respect of arrears] in full before liquidating its current contribution for the year in question.

VIII

Resolution concerning a change in treatment of income from sales of publications[1]

The General Conference of the International Labour Organization,

Decides to amend with effect from 1 January 1994 paragraph 2 of article 11 of the Financial Regulations, which reads as follows:

> The Director-General may pay up to 75 per cent of the income from the sale of publications, including related royalties and fees, into a Publications Revolving Fund in accordance with rules to be established for the Fund under article 40 of these Regulations.

by substituting the figure 100 per cent for that of 75 per cent.

IX

Resolution concerning the Working Capital Fund[1]

The General Conference of the International Labour Organization,

Recalling that, at the 248th Session (November 1990) of the Governing Body, the Programme, Financial and Administrative Committee had set up a Working Party to review the current arrangements governing the Working Capital Fund,

Recognizing that amendments to the Financial Regulations are required in order to implement the recommendations of the Governing Body concerning the operation of the Working Capital Fund;

Decides that the level of the Working Capital Fund on 1 January 1993 be set at 35 million Swiss francs and that any remaining balance be transferred to an Income Adjustment Account.

Decides to approve, in accordance with article 41 of the Financial Regulations and effective from 1 January 1993, the amendments to the Regulations set out in Appendix I to this report.

X

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization[1]

The General Conference of the International Labour Organization,

In accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organization;

Extends the term of office of Miss Mella Carroll (Ireland) as judge by a further period of three years.

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[1] Adopted on 15 June 1993.

XI

Resolution concerning the proposed gift of land by the Government of Pakistan for ILO premises in Islamabad [1]

The General Conference of the International Labour Organization,

Authorizes the Governing Body, pursuant to article 12, paragraph 1, of the Financial Regulations, to accept, if it thinks fit after a full examination of the matter, the gift of a plot of leasehold land made by the Government of Pakistan, for the purpose of constructing premises to house the ILO office in Islamabad.

XII

Resolution concerning the assessment of the 1991 and 1992 contributions of new member States [1]

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2, of the Financial Regulations,

(a) decides that the contributions to the ILO budget of the new member States listed in column 1 of Appendix II to this document for the periods of their membership in 1991 and 1992 be based on the annual assessment rates shown for each in column 4 of Appendix II to this document;

(b) decides that the resulting assessments for 1991 and 1992 of Armenia, Azerbaijan, Estonia, Kyrgyzstan, Latvia, Lithuania, Moldova and Uzbekistan appearing in columns 7 and 8 of Appendix II to this document be deducted from the assessments of the former USSR for those years;

(c) decides that the resulting assessments for 1992 of Croatia and Slovenia as appearing in column 8 of Appendix II to this document be deducted from the 1992 assessment of Yugoslavia.

XIII

Resolutions concerning assessment of the 1993 contributions of new member States [1]

The General Conference of the International Labour Organization,

Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, that the contributions for the periods of membership in 1993 of any States which formed part of the former USSR which may become Members of the ILO before 1 January 1994 be based on their rates of assessment for 1993 in the United Nations, and that the resulting total of their assessments be deducted from the assessment of the Russian Federation for 1993.

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2, of the Financial Regulations,

(a) decides that the rates of assessment for 1993 of Croatia and Slovenia be 0.13 per cent and 0.09 per cent respectively;

(b) decides that the total of their rates of assessment for 1993 be deducted from the rate of assessment of Yugoslavia for 1993.

The General Conference of the International Labour Organization,

Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, that consideration of the rates of assessment of the Czech Republic and the Slovak Republic for their periods of membership in the Organization in 1993 be deferred to the 81st (June 1994) Session of the International Labour Conference.

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[1] Adopted on 15 June 1993.

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2, of the Financial Regulations,

(a) decides that the contribution of Bosnia and Herzegovina to the ILO budget for the period of its membership of the Organization during 1993 be based on an annual assessment rate of 0.04 per cent;

(b) decides that the resulting assessment for 1993 of Bosnia and Herzegovina be deducted from the 1993 assessment of Yugoslavia.

The General Conference of the International Labour Organization,

Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, that consideration of the rates of assessment of Eritrea and the former Yugoslav Republic of Macedonia for their periods of membership in the Organization in 1993 and for 1994 be deferred to the 81st (June 1994) Session of the International Labour Conference.

XIV

Resolution concerning the scale of assessment of contributions for 1994[1]

The General Conference of the International Labour Organization,

In accordance with article 9, paragraph 2, of the Financial Regulations,

(a) decides to adopt the draft scale of assessments for the year 1994 as set out in column 3 (headed "Percentage 1994") of Appendix V to this document.

(b) decides that in the event that additional States become members of the ILO during the current (80th) Session of the Conference, the draft scale of assessments for 1994 be further revised to include such new member States at rates of assessment based on their rates of assessment for 1994 in the United Nations.

XV

Resolution concerning the adoption of the Programme and Budget for 1994-95 and the allocation of the budget of income among member States[2]

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, passes for the 64th financial period, ending 31 December 1995, the budget of expenditure for the International Labour Organization amounting to US$466,510,000 and the budget of income amounting to US$466,510,000, which, at the budget rate of exchange of Swiss francs 1.45 to the US dollar, amounts to Swiss francs 676,439,500, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

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[1] Adopted on 15 June 1993.

[2] Adopted on 16 June 1993 by 360 votes in favour, 6 against, with 26 abstentions.

AUTHENTIC TEXTS OF INSTRUMENTS ADOPTED BY THE CONFERENCE

Convention 174

CONVENTION CONCERNING THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 80th Session on 2 June 1993, and

Noting the relevant international labour Conventions and Recommendations and, in particular, the Occupational Safety and Health Convention and Recommendation, 1981, and the Chemicals Convention and Recommendation, 1990, and stressing the need for a global and coherent approach, and

Noting also the ILO Code of practice on the Prevention of major industrial accidents, published in 1991, and

Having regard to the need to ensure that all appropriate measures are taken to:

(a) prevent major accidents;

(b) minimize the risks of major accidents;

(c) minimize the effects of major accidents, and

Considering the causes of such accidents including organizational errors, the human factor, component failures, deviation from normal operational conditions, outside interference and natural forces, and

Having regard to the need for cooperation, within the International Programme on Chemical Safety, between the International Labour Organization, the United Nations Environment Programme and the World Health Organization, as well as with other relevant intergovernmental organizations, and

Having decided upon the adoption of certain proposals with regard to the prevention of major industrial accidents, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this twenty-second day of June of the year one thousand nine hundred and ninety-three the following Convention, which may be cited as the Prevention of Major Industrial Accidents Convention, 1993.

PART I. SCOPE AND DEFINITIONS

Article 1

1. The purpose of this Convention is the prevention of major accidents involving hazardous substances and the limitation of the consequences of such accidents.

2. This Convention applies to major hazard installations.

3. This Convention does not apply to:

(a) nuclear installations and plants processing radioactive substances except for facilities handling non-radioactive substances at these installations;

(b) military installations;

(c) transport outside the site of an installation other than by pipeline.

4. A Member ratifying this Convention may, after consulting the representative organizations of employers and workers concerned and other interested parties who may be affected, exclude from the application of the Convention installations or branches of economic activity for which equivalent protection is provided.

CONVENTION CONCERNANT LA PRÉVENTION DES ACCIDENTS INDUSTRIELS MAJEURS

La Conférence générale de l'Organisation internationale du Travail,

Convoquée à Genève par le Conseil d'administration du Bureau international du Travail, et s'y étant réunie le 2 juin 1993 en sa quatre-vingtième session;

Notant les conventions et recommandations internationales du travail pertinentes, en particulier la convention et la recommandation sur la sécurité et la santé des travailleurs, 1981, ainsi que la convention et la recommandation sur les produits chimiques, 1990, et soulignant la nécessité d'une démarche globale et cohérente;

Notant également le Recueil de directives pratiques sur la prévention des accidents industriels majeurs, publié par le BIT en 1991;

Tenant compte de la nécessité de veiller à ce que toutes les mesures appropriées soient prises pour:

a) prévenir les accidents majeurs;

b) réduire au minimum les risques d'accident majeur;

c) réduire au minimum les effets de tels accidents;

Considérant les causes de ces accidents, notamment les défauts d'organisation, les facteurs humains, les défaillances de composants, les déviations par rapport aux conditions normales de fonctionnement, les événements extérieurs ainsi que les phénomènes naturels;

Se référant à la nécessité d'une coopération, au sein du Programme international sur la sécurité des produits chimiques, entre l'Organisation internationale du Travail, le Programme des Nations Unies pour l'environnement et l'Organisation mondiale de la santé, ainsi qu'avec d'autres organisations intergouvernementales concernées;

Après avoir décidé d'adopter diverses propositions relatives à la prévention des accidents industriels majeurs, question qui constitue le quatrième point à l'ordre du jour de la session;

Après avoir décidé que ces propositions prendraient la forme d'une convention internationale,

adopte, ce vingt-deuxième jour de juin mil neuf cent quatre-vingt-treize, la convention ci-après, qui sera dénommée Convention sur la prévention des accidents industriels majeurs, 1993.

PARTIE I. CHAMP D'APPLICATION ET DÉFINITIONS

Article 1

1. La présente convention a pour objet la prévention des accidents majeurs mettant en jeu des produits chimiques dangereux et la limitation des conséquences de ces accidents.

2. La convention s'applique aux installations à risques d'accident majeur.

3. La convention ne s'applique pas:

a) aux installations nucléaires et usines traitant des substances radioactives, à l'exception des aménagements de ces installations où sont traitées des substances non radioactives;

b) aux installations militaires;

c) au transport en dehors du site d'une installation autrement que par pipeline.

4. Un Membre qui ratifie la présente convention peut, après consultation des organisations représentatives d'employeurs et de travailleurs intéressées ainsi que d'autres parties intéressées pouvant être touchées, exclure du champ d'application de la convention des installations ou branches d'activité économique où une protection équivalente est assurée.

Article 2

Where special problems of a substantial nature arise so that it is not immediately possible to implement all the preventive and protective measures provided for in this Convention, a Member shall draw up plans, in consultation with the most representative organizations of employers and workers and with other interested parties who may be affected, for the progressive implementation of the said measures within a fixed time-frame.

Article 3

For the purposes of this Convention:

(a) the term "hazardous substance" means a substance or mixture of substances which by virtue of chemical, physical or toxicological properties, either singly or in combination, constitutes a hazard;

(b) the term "threshold quantity" means for a given hazardous substance or category of substances that quantity, prescribed in national laws and regulations by reference to specific conditions, which if exceeded identifies a major hazard installation;

(c) the term "major hazard installation" means one which produces, processes, handles, uses, disposes of or stores, either permanently or temporarily, one or more hazardous substances or categories of substances in quantities which exceed the threshold quantity;

(d) the term "major accident" means a sudden occurrence – such as a major emission, fire or explosion – in the course of an activity within a major hazard installation, involving one or more hazardous substances and leading to a serious danger to workers, the public or the environment, whether immediate or delayed;

(e) the term "safety report" means a written presentation of the technical, management and operational information covering the hazards and risks of a major hazard installation and their control and providing justification for the measures taken for the safety of the installation;

(f) the term "near miss" means any sudden event involving one or more hazardous substances which, but for mitigating effects, actions or systems, could have escalated to a major accident.

PART II. GENERAL PRINCIPLES

Article 4

1. In the light of national laws and regulations, conditions and practices, and in consultation with the most representative organizations of employers and workers and with other interested parties who may be affected, each Member shall formulate, implement and periodically review a coherent national policy concerning the protection of workers, the public and the environment against the risk of major accidents.

2. This policy shall be implemented through preventive and protective measures for major hazard installations and, where practicable, shall promote the use of the best available safety technologies.

Article 5

1. The competent authority, or a body approved or recognized by the competent authority, shall, after consulting the most representative organizations of employers and workers and other interested parties who may be affected, establish a system for the identification of major hazard installations as defined in Article 3 (c), based on a list of hazardous substances or of categories of hazardous substances or of both, together with their respective threshold quantities, in accordance with national laws and regulations or international standards.

Article 2

Lorsque des problèmes particuliers d'une certaine importance se posent, de sorte qu'il n'est pas possible de mettre en œuvre immédiatement l'ensemble des mesures de prévention et de protection prévues par la convention, le Membre devra, en consultation avec les organisations d'employeurs et de travailleurs les plus représentatives ainsi qu'avec d'autres parties intéressées pouvant être touchées, établir des plans pour l'application desdites mesures par étapes et selon un calendrier fixé.

Article 3

Aux fins de la convention:

a) l'expression «produit dangereux» désigne un produit pur ou sous forme de mélange qui, du fait de propriétés chimiques, physiques ou toxicologiques, présente, seul ou en combinaison avec d'autres, un danger;

b) l'expression «quantité seuil» désigne, pour chaque produit ou catégorie de produit dangereux, la quantité spécifiée par la législation nationale pour des conditions déterminées qui, si elle est dépassée, identifie une installation à risques d'accident majeur;

c) l'expression «installation à risques d'accident majeur» désigne celle qui produit, transforme, manutentionne, utilise, élimine ou stocke, en permanence ou temporairement, un ou plusieurs produits ou catégories de produits dangereux en des quantités qui dépassent la quantité seuil;

d) l'expression «accident majeur» désigne un événement soudain, tel qu'une émission, un incendie ou une explosion d'importance majeure, dans le déroulement d'une activité au sein d'une installation à risques d'accident majeur, mettant en jeu un ou plusieurs produits dangereux et entraînant un danger grave, immédiat ou différé, pour les travailleurs, la population ou l'environnement;

e) l'expression «rapport de sécurité» désigne un document écrit présentant des informations techniques, de gestion et de fonctionnement relatives aux dangers et risques que comporte une installation à risques d'accident majeur et à la maîtrise desdits dangers et risques, et justifiant les mesures prises pour la sécurité de l'installation;

f) le terme «quasi-accident» désigne tout événement soudain mettant en jeu un ou plusieurs produits dangereux qui, en l'absence d'effets, d'actions ou de systèmes d'atténuation, aurait pu aboutir à un accident majeur.

PARTIE II. PRINCIPES GÉNÉRAUX

Article 4

1. Tout Membre doit, eu égard à la législation, aux conditions et aux pratiques nationales et en consultation avec les organisations d'employeurs et de travailleurs les plus représentatives ainsi qu'avec d'autres parties intéressées pouvant être touchées, formuler, mettre en œuvre et revoir périodiquement une politique nationale cohérente relative à la protection des travailleurs, de la population et de l'environnement contre les risques d'accident majeur.

2. Cette politique doit être mise en œuvre par des mesures de prévention et de protection pour les installations à risques d'accident majeur et, dans la mesure où cela est réalisable, doit promouvoir l'utilisation des meilleures techniques de sécurité disponibles.

Article 5

1. L'autorité compétente ou un organisme agréé ou reconnu par l'autorité compétente doit, après consultation des organisations d'employeurs et de travailleurs les plus représentatives et d'autres parties intéressées pouvant être touchées, établir un système permettant d'identifier les installations à risques d'accident majeur telles que définies à l'article 3 *c)* sur la base d'une liste de produits dangereux ou de catégories de produits dangereux, ou des deux, avec leurs quantités seuils respectives, conformément à la législation nationale ou aux normes internationales.

2. The system mentioned in paragraph 1 above shall be regularly reviewed and updated.

Article 6

The competent authority, after consulting the representative organizations of employers and workers concerned, shall make special provision to protect confidential information transmitted or made available to it in accordance with Articles 8, 12, 13 or 14, whose disclosure would be liable to cause harm to an employer's business, so long as this provision does not lead to serious risk to the workers, the public or the environment.

PART III. RESPONSIBILITIES OF EMPLOYERS

IDENTIFICATION

Article 7

Employers shall identify any major hazard installation within their control on the basis of the system referred to in Article 5.

NOTIFICATION

Article 8

1. Employers shall notify the competent authority of any major hazard installation which they have identified:

(a) within a fixed time-frame for an existing installation;

(b) before it is put into operation in the case of a new installation.

2. Employers shall also notify the competent authority before any permanent closure of a major hazard installation.

ARRANGEMENTS AT THE LEVEL OF THE INSTALLATION

Article 9

In respect of each major hazard installation employers shall establish and maintain a documented system of major hazard control which includes provision for:

(a) the identification and analysis of hazards and the assessment of risks including consideration of possible interactions between substances;

(b) technical measures, including design, safety systems, construction, choice of chemicals, operation, maintenance and systematic inspection of the installation;

(c) organizational measures, including training and instruction of personnel, the provision of equipment in order to ensure their safety, staffing levels, hours of work, definition of responsibilities, and controls on outside contractors and temporary workers on the site of the installation;

(d) emergency plans and procedures, including:

  (i) the preparation of effective site emergency plans and procedures, including emergency medical procedures, to be applied in case of major accidents or threat thereof, with periodic testing and evaluation of their effectiveness and revision as necessary;

2. Le système mentionné au paragraphe 1 ci-dessus doit être revu et mis à jour régulièrement.

Article 6

Après consultation des organisations représentatives d'employeurs et de travailleurs intéressées, l'autorité compétente doit prendre des dispositions spéciales afin de protéger les informations confidentielles qui lui sont transmises ou fournies conformément à l'un quelconque des articles 8, 12, 13 ou 14, dont la divulgation serait de nature à nuire aux activités d'un employeur, pour autant que cette disposition n'entraîne pas de risque sérieux pour les travailleurs, la population ou l'environnement.

PARTIE III. RESPONSABILITÉS DES EMPLOYEURS

IDENTIFICATION

Article 7

Les employeurs doivent identifier toute installation à risques d'accident majeur dont ils ont le contrôle, sur la base du système visé à l'article 5.

NOTIFICATION

Article 8

1. Les employeurs doivent notifier à l'autorité compétente toute installation à risques d'accident majeur qu'ils auront identifiée:

a) selon un calendrier fixé dans le cas d'une installation existante;

b) avant sa mise en service dans le cas d'une nouvelle installation.

2. La fermeture définitive d'une installation à risques d'accident majeur doit également faire l'objet d'une notification préalable à l'autorité compétente par les employeurs.

DISPOSITIONS À PRENDRE AU NIVEAU DE L'INSTALLATION

Article 9

Pour toute installation à risques d'accident majeur, les employeurs doivent instituer et entretenir un système documenté de prévention et de protection de ces risques comportant:

a) l'identification et l'analyse des dangers ainsi que l'évaluation des risques, y compris la prise en considération des interactions possibles entre les produits;

b) des mesures techniques portant notamment sur la conception, les systèmes de sécurité, la construction, le choix de produits chimiques, le fonctionnement, l'entretien et l'inspection systématique de l'installation;

c) des mesures d'organisation portant notamment sur la formation et l'instruction du personnel, la fourniture d'équipement pour assurer sa sécurité, le niveau des effectifs, les horaires de travail, la répartition des responsabilités ainsi que le contrôle des entreprises extérieures et des travailleurs temporaires opérant sur le site de l'installation;

d) des plans et procédures d'urgence comportant notamment:

   i) l'élaboration de plans et de procédures d'urgence efficaces, y compris des procédures médicales d'urgence, à appliquer sur site en cas d'accident majeur ou de menace d'un tel accident, la vérification et l'évaluation périodiques de l'efficacité desdits plans et procédures et leur révision lorsque cela est nécessaire;

(ii) the provision of information on potential accidents and site emergency plans to authorities and bodies responsible for the preparation of emergency plans and procedures for the protection of the public and the environment outside the site of the installation;

(iii) any necessary consultation with such authorities and bodies;

(e) measures to limit the consequences of a major accident;

(f) consultation with workers and their representatives;

(g) improvement of the system, including measures for gathering information and analysing accidents and near misses. The lessons so learnt shall be discussed with the workers and their representatives and shall be recorded in accordance with national law and practice.

SAFETY REPORT

Article 10

1. Employers shall prepare a safety report based on the requirements of Article 9.

2. The report shall be prepared:

(a) in the case of existing major hazard installations, within a period after notification prescribed by national laws or regulations;

(b) in the case of any new major hazard installation, before it is put into operation.

Article 11

Employers shall review, update and amend the safety report:

(a) in the event of a modification which has a significant influence on the level of safety in the installation or its processes or in the quantities of hazardous substances present;

(b) when developments in technical knowledge or in the assessment of hazards make this appropriate;

(c) at intervals prescribed by national laws or regulations;

(d) at the request of the competent authority.

Article 12

Employers shall transmit or make available to the competent authority the safety reports referred to in Articles 10 and 11.

ACCIDENT REPORTING

Article 13

Employers shall inform the competent authority and other bodies designated for this purpose as soon as a major accident occurs.

Article 14

1. Employers shall, within a fixed time-frame after a major accident, present a detailed report to the competent authority containing an analysis of the causes of the accident and describing its immediate on-site consequences, and any action taken to mitigate its effects.

2. The report shall include recommendations detailing actions to be taken to prevent a recurrence.

ii) la fourniture d'informations sur les accidents possibles et les plans d'intervention sur site aux autorités et aux organes chargés d'établir les plans et les procédures d'intervention visant à protéger la population et l'environnement en dehors du site de l'installation;

iii) toutes consultations nécessaires avec ces autorités et organes;

e) des mesures visant à limiter les conséquences d'un accident majeur;

f) la consultation avec les travailleurs et leurs représentants;

g) des dispositions visant à améliorer le système, y compris des mesures pour rassembler des informations et analyser les accidents et les quasi-accidents. Les enseignements qui en sont tirés doivent être discutés avec les travailleurs et leurs représentants, et doivent être consignés, conformément à la législation et à la pratique nationale.

RAPPORT DE SÉCURITÉ

Article 10

1. Les employeurs doivent établir un rapport de sécurité conçu selon les prescriptions de l'article 9.

2. Le rapport doit être établi:

a) pour les installations à risques d'accident majeur existantes, dans le délai suivant la notification qui sera prescrit par la législation nationale;

b) pour toute nouvelle installation à risques d'accident majeur, avant sa mise en service.

Article 11

Les employeurs doivent réviser, mettre à jour et modifier le rapport de sécurité:

a) en cas de modification exerçant une influence significative sur le niveau de sécurité dans l'installation ou ses procédés, ou dans les quantités de produits dangereux présentes;

b) lorsque le progrès dans les connaissances techniques ou dans l'évaluation des dangers le justifie;

c) aux intervalles qui seront prescrits par la législation nationale;

d) à la demande de l'autorité compétente.

Article 12

Les employeurs doivent transmettre à l'autorité compétente, ou mettre à sa disposition, les rapports de sécurité visés aux articles 10 et 11.

RAPPORT D'ACCIDENT

Article 13

Dès qu'un accident majeur se produit, les employeurs doivent en informer l'autorité compétente et les autres instances désignées à cet effet.

Article 14

1. Après un accident majeur, et dans un délai préétabli, les employeurs doivent présenter à l'autorité compétente un rapport détaillé contenant une analyse des causes de cet accident et indiquant ses conséquences immédiates sur le site, ainsi que toute mesure prise pour en atténuer les effets.

2. Le rapport doit inclure des recommandations détaillées sur les mesures à prendre pour éviter que l'accident ne se reproduise.

PART IV. RESPONSIBILITIES OF COMPETENT AUTHORITIES

OFF-SITE EMERGENCY PREPAREDNESS

Article 15

Taking into account the information provided by the employer, the competent authority shall ensure that emergency plans and procedures containing provisions for the protection of the public and the environment outside the site of each major hazard installation are established, updated at appropriate intervals and coordinated with the relevant authorities and bodies.

Article 16

The competent authority shall ensure that:

(a) information on safety measures and the correct behaviour to adopt in the case of a major accident is disseminated to members of the public liable to be affected by a major accident without their having to request it and that such information is updated and redisseminated at appropriate intervals;

(b) warning is given as soon as possible in the case of a major accident;

(c) where a major accident could have transboundary effects, the information required in (a) and (b) above is provided to the States concerned, to assist in cooperation and coordination arrangements.

SITING OF MAJOR HAZARD INSTALLATIONS

Article 17

The competent authority shall establish a comprehensive siting policy arranging for the appropriate separation of proposed major hazard installations from working and residential areas and public facilities, and appropriate measures for existing installations. Such a policy shall reflect the General Principles set out in Part II of the Convention.

INSPECTION

Article 18

1. The competent authority shall have properly qualified and trained staff with the appropriate skills, and sufficient technical and professional support, to inspect, investigate, assess, and advise on the matters dealt with in this Convention and to ensure compliance with national laws and regulations.

2. Representatives of the employer and representatives of the workers of a major hazard installation shall have the opportunity to accompany inspectors supervising the application of the measures prescribed in pursuance of this Convention, unless the inspectors consider, in the light of the general instructions of the competent authority, that this may be prejudicial to the performance of their duties.

Article 19

The competent authority shall have the right to suspend any operation which poses an imminent threat of a major accident.

PART V. RIGHTS AND DUTIES OF WORKERS AND THEIR REPRESENTATIVES

Article 20

The workers and their representatives at a major hazard installation shall be consulted through appropriate cooperative mechanisms in order to ensure a safe system of work. In particular, the workers and their representatives shall:

PARTIE IV. RESPONSABILITÉS DES AUTORITÉS COMPÉTENTES

PLANS D'URGENCE HORS SITE

Article 15

En tenant compte des informations fournies par l'employeur, l'autorité compétente doit faire en sorte que des plans et procédures d'urgence comportant des dispositions en vue de protéger la population et l'environnement en dehors du site de chaque installation à risques d'accident majeur soient établis, mis à jour à des intervalles appropriés, et coordonnés avec les autorités et instances concernées.

Article 16

L'autorité compétente doit faire en sorte que:

a) des informations sur les mesures de sécurité à prendre et la conduite à suivre en cas d'accident majeur soient diffusées auprès des populations susceptibles d'être affectées par un accident majeur, sans qu'elles aient à le demander, et que ces informations soient mises à jour et rediffusées à intervalles appropriés;

b) en cas d'accident majeur, l'alerte soit donnée dès que possible;

c) lorsque les conséquences d'un accident majeur pourraient dépasser les frontières, les informations requises aux alinéas *a)* et *b)* ci-dessus soient fournies aux Etats concernés, afin de contribuer aux mesures de coopération et de coordination.

IMPLANTATION DES INSTALLATIONS À RISQUES D'ACCIDENT MAJEUR

Article 17

L'autorité compétente doit élaborer une politique globale d'implantation prévoyant une séparation convenable entre les installations à risques d'accidents majeur projetées et les zones résidentielles, les zones de travail ainsi que les équipements publics et, dans le cas d'installations existantes, toutes mesures convenables. Cette politique doit s'inspirer des principes généraux énoncés dans la partie II de la convention.

INSPECTION

Article 18

1. L'autorité compétente doit disposer d'un personnel dûment qualifié, formé et compétent, s'appuyant sur suffisamment de moyens, de techniciens et de spécialistes pour inspecter, enquêter, fournir une évaluation et des conseils sur les questions traitées dans la convention et assurer le respect de la législation nationale.

2. Des représentants de l'employeur et des travailleurs d'une installation à risques d'accident majeur devront avoir la possibilité d'accompagner les inspecteurs lorsqu'ils contrôlent l'application des mesures prescrites en vertu de la présente convention à moins que ceux-ci n'estiment, à la lumière des directives générales de l'autorité compétente, que cela risque de porter préjudice à l'efficacité de leur contrôle.

Article 19

L'autorité compétente doit avoir le droit de suspendre toute opération qui présente une menace imminente d'accident majeur.

PARTIE V. DROITS ET OBLIGATIONS DES TRAVAILLEURS ET DE LEURS REPRÉSENTANTS

Article 20

Dans une installation à risques d'accident majeur, les travailleurs et leurs représentants doivent être consultés, selon des procédures appropriées de coopération, afin d'établir un système de travail sûr. En particulier, les travailleurs et leurs représentants doivent:

(a) be adequately and suitably informed of the hazards associated with the major hazard installation and their likely consequences;

(b) be informed of any orders, instructions or recommendations made by the competent authority;

(c) be consulted in the preparation of, and have access to, the following documents:
  (i) the safety report;
  (ii) emergency plans and procedures;
  (iii) accident reports;

(d) be regularly instructed and trained in the practices and procedures for the prevention of major accidents and the control of developments likely to lead to a major accident and in the emergency procedures to be followed in the event of a major accident;

(e) within the scope of their job, and without being placed at any disadvantage, take corrective action and if necessary interrupt the activity where, on the basis of their training and experience, they have reasonable justification to believe that there is an imminent danger of a major accident, and notify their supervisor or raise the alarm, as appropriate, before or as soon as possible after taking such action;

(f) discuss with the employer any potential hazards they consider capable of generating a major accident and have the right to notify the competent authority of those hazards.

Article 21

Workers employed at the site of a major hazard installation shall:

(a) comply with all practices and procedures relating to the prevention of major accidents and the control of developments likely to lead to a major accident within the major hazard installation;

(b) comply with all emergency procedures should a major accident occur.

PART VI. RESPONSIBILITY OF EXPORTING STATES

Article 22

When, in an exporting member State, the use of hazardous substances, technologies or processes is prohibited as a potential source of a major accident, the information on this prohibition and the reasons for it shall be made available by the exporting member State to any importing country.

PART VII. FINAL PROVISIONS

Article 23

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 24

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

a) être informés de manière suffisante et appropriée des dangers liés à cette installation et de leurs conséquences possibles;

b) être informés de toutes instructions ou recommandations émanant de l'autorité compétente;

c) être consultés lors de l'élaboration des documents suivants et y avoir accès:

  i) rapport de sécurité;
  ii) plans et procédures d'urgence;
  iii) rapports sur les accidents;

d) recevoir régulièrement des instructions et une formation sur les pratiques et procédures pour la prévention des accidents majeurs et la maîtrise des événements susceptibles de conduire à de tels accidents ainsi que sur les procédures d'urgence à suivre en cas d'accident majeur;

e) dans les limites de leur fonction et sans que cela puisse être retenu d'aucune manière à leur détriment, prendre des mesures correctives et, si nécessaire, interrompre l'activité lorsque, sur la base de leur formation et de leur expérience, ils ont un motif raisonnable de croire qu'il existe un danger imminent d'accident majeur, et en informer leur supérieur ou, selon le cas, déclencher l'alarme avant ou aussitôt que possible après avoir pris lesdites mesures;

f) discuter avec l'employeur de tout danger potentiel qu'ils considèrent susceptible de causer un accident majeur et avoir le droit de notifier ces dangers à l'autorité compétente.

Article 21

Les travailleurs employés sur le site d'une installation à risques d'accident majeur doivent:

a) se conformer à toutes les pratiques et procédures se rapportant à la prévention des accidents majeurs et à la maîtrise des événements susceptibles de conduire à de tels accidents;

b) se conformer à toutes les procédures d'urgence au cas où un accident majeur viendrait à se produire.

PARTIE VI. RESPONSABILITÉ DES ETATS EXPORTATEURS

Article 22

Lorsque, dans un Etat Membre exportateur, l'utilisation de produits, technologies ou procédés dangereux est interdite en tant que source potentielle d'accident majeur, cet Etat devra mettre à la disposition de tout pays importateur les informations relatives à cette interdiction ainsi qu'aux raisons qui l'ont motivée.

PARTIE VII. DISPOSITIONS FINALES

Article 23

Les ratifications formelles de la présente convention seront communiquées au Directeur général du Bureau international du Travail et par lui enregistrées.

Article 24

1. La présente convention ne liera que les membres de l'Organisation internationale du Travail dont la ratification aura été enregistrée par le Directeur général.

2. Elle entrera en vigueur douze mois après que les ratifications de deux Membres auront été enregistrées par le Directeur général.

3. Par la suite, cette convention entrera en vigueur pour chaque Membre douze mois après la date où sa ratification aura été enregistrée.

Article 25

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 26

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 27

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciations registered by him in accordance with the provisions of the preceding Articles.

Article 28

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 29

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides–

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 25 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 30

The English and French versions of the text of this Convention are equally authoritative.

Article 25

1. Tout Membre ayant ratifié la présente convention peut la dénoncer à l'expiration d'une période de dix années après la date de la mise en vigueur initiale de la convention, par un acte communiqué au Directeur général du Bureau international du Travail et par lui enregistré. La dénonciation ne prendra effet qu'une année après avoir été enregistrée.

2. Tout Membre ayant ratifié la présente convention qui, dans le délai d'une année après l'expiration de la période de dix années mentionnée au paragraphe précédent, ne fera pas usage de la faculté de dénonciation prévue par le présent article sera lié pour une nouvelle période de dix années et, par la suite, pourra dénoncer la présente convention à l'expiration de chaque période de dix années dans les conditions prévues au présent article.

Article 26

1. Le Directeur général du Bureau international du Travail notifiera à tous les Membres de l'Organisation internationale du Travail l'enregistrement de toutes les ratifications et dénonciations qui lui seront communiquées par les Membres de l'Organisation.

2. En notifiant aux Membres de l'Organisation l'enregistrement de la deuxième ratification qui lui aura été communiquée, le Directeur général appellera l'attention des Membres de l'Organisation sur la date à laquelle la présente convention entrera en vigueur.

Article 27

Le Directeur général du Bureau international du Travail communiquera au Secrétaire général des Nations Unies, aux fins d'enregistrement, conformément à l'article 102 de la Charte des Nations Unies, des renseignements complets au sujet de toutes ratifications et de tous actes de dénonciation qu'il aura enregistrés conformément aux articles précédents.

Article 28

Chaque fois qu'il le jugera nécessaire, le Conseil d'administration du Bureau international du Travail présentera à la Conférence générale un rapport sur l'application de la présente convention et examinera s'il y a lieu d'inscrire à l'ordre du jour de la Conférence la question de sa révision totale ou partielle.

Article 29

1. Au cas où la Conférence adopterait une nouvelle convention portant révision totale ou partielle de la présente convention, et à moins que la nouvelle convention ne dispose autrement:

a) la ratification par un Membre de la nouvelle convention portant révision entraînerait de plein droit, nonobstant l'article 25 ci-dessus, dénonciation immédiate de la présente convention, sous réserve que la nouvelle convention portant révision soit entrée en vigueur;

b) à partir de la date de l'entrée en vigueur de la nouvelle convention portant révision, la présente convention cesserait d'être ouverte à la ratification des Membres.

2. La présente convention demeurerait en tout cas en vigueur dans sa forme et teneur pour les Membres qui l'auraient ratifiée et qui ne ratifieraient pas la convention portant révision.

Article 30

Les versions française et anglaise du texte de la présente convention font également foi.

Recommendation 181

RECOMMENDATION CONCERNING THE PREVENTION OF MAJOR INDUSTRIAL ACCIDENTS

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 80th Session on 2 June 1993, and

Having decided upon the adoption of certain proposals with regard to the prevention of major industrial accidents, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Prevention of Major Industrial Accidents Convention, 1993;

adopts this twenty-second day of June of the year one thousand nine hundred and ninety-three the following Recommendation, which may be cited as the Prevention of Major Industrial Accidents Recommendation, 1993.

1. The provisions of this Recommendation should be applied in conjunction with those of the Prevention of Major Industrial Accidents Convention, 1993 (hereafter referred to as "the Convention").

2. (1) The International Labour Organization, in cooperation with other relevant international intergovernmental and non-governmental organizations, should arrange for an international exchange of information on:

(a) good safety practices in major hazard installations including safety management and process safety;
(b) major accidents;
(c) lessons drawn from near misses;
(d) technologies and processes that are prohibited for reasons of safety and health;
(e) medical organization and techniques for dealing with the aftermath of a major accident;
(f) the mechanisms and procedures used by competent authorities to give effect to the implementation of the Convention and this Recommendation.

(2) Members should, as far as possible, communicate information on the matters listed in subparagraph (1) above to the International Labour Office.

3. The national policy provided for in the Convention and the national laws and regulations or other measures to implement it should, as appropriate, be guided by the ILO Code of practice on the Prevention of major industrial accidents, published in 1991.

4. Members should develop policies aimed at addressing the major accident risks, hazards and their consequences within the sectors and activities excluded from the scope of the Convention by virtue of Article 1, paragraph 3, thereof.

5. Recognizing that a major accident could have serious consequences in terms of its impact on human life and the environment, Members should encourage the establishment of systems to compensate workers as quickly as possible after the event and adequately address the effects on the public and the environment.

6. In accordance with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body of the International Labour Office, a national or multinational enterprise with more than one establishment should provide safety measures relating to the prevention of major accidents and the control of developments likely to lead to a major accident, without discrimination, to the workers in all its establishments, regardless of the place or country in which they are situated.

RECOMMANDATION CONCERNANT LA PRÉVENTION DES ACCIDENTS INDUSTRIELS MAJEURS

La Conférence générale de l'Organisation internationale du Travail,

Convoquée à Genève par le Conseil d'administration du Bureau international du Travail, et s'y étant réunie le 2 juin 1993 en sa 80^e session;

Après avoir décidé d'adopter diverses propositions relatives à la prévention des accidents industriels majeurs, question qui constitue le quatrième point de l'ordre du jour de la session;

Après avoir décidé que ces propositions prendraient la forme d'une recommandation destinée à compléter la convention sur la prévention des accidents industriels majeurs, 1993,

adopte, ce vingt-deuxième jour de juin mil neuf cent quatre-vingt-treize, la recommandation ci-après, qui sera dénommée Recommandation sur la prévention des accidents industriels majeurs, 1993.

1. Les dispositions de la présente recommandation devraient s'appliquer conjointement avec celles de la convention sur la prévention des accidents industriels majeurs, 1993 (ci-après dénommée la convention).

2. (1) L'Organisation internationale du Travail, en collaboration avec d'autres organisations internationales concernées, intergouvernementales ou non gouvernementales, devrait prendre des dispositions en vue d'échanger, sur le plan international, des informations relatives:

a) aux bonnes pratiques de sécurité dans les installations à risques d'accident majeur, y compris la gestion de la sécurité et la sécurité des procédés;

b) aux accidents majeurs;

c) aux enseignements tirés des quasi-accidents;

d) aux technologies et procédés qui sont interdits pour des motifs de sécurité et de santé;

e) à l'organisation et aux techniques médicales destinées à faire face aux conséquences d'un accident majeur;

f) aux mécanismes et procédures utilisés par les autorités compétentes pour assurer l'application de la convention et de cette recommandation.

(2) Les Membres devraient, dans la mesure du possible, communiquer au Bureau international du Travail des informations au sujet des questions traitées au sous-paragraphe (1) ci-dessus.

3. La politique nationale prévue par la convention ainsi que la législation nationale ou d'autres mesures visant à lui donner effet devraient s'inspirer, en tant que de besoin, du Recueil de directives pratiques sur la prévention des accidents industriels majeurs, publié par le BIT en 1991.

4. Les Membres devraient élaborer des politiques visant à faire face aux risques et dangers d'accident majeur, et à leurs conséquences, dans les secteurs et activités exclus du champ d'application de la convention aux termes de son article 1 (3).

5. Reconnaissant qu'un accident majeur pourrait avoir des conséquences graves du fait de ses répercussions sur la vie humaine et l'environnement, les Membres devraient encourager la création de systèmes destinés à dédommager les travailleurs dès que possible après l'événement, et à faire face de manière adéquate aux effets de cet accident sur la population et l'environnement.

6. Conformément à la Déclaration de principes tripartite concernant les entreprises multinationales et la politique sociale, adoptée par le Conseil d'administration du Bureau international du Travail, une entreprise nationale ou multinationale comptant plus d'un établissement devrait, sans faire de discrimination, prendre des mesures de sécurité en vue de prévenir les accidents majeurs et maîtriser les événements susceptibles de conduire à de tels accidents, et en vue de protéger les travailleurs de tous ses établissements quel que soit le lieu ou le pays où ils se trouvent.

Supplément au *Compte rendu provisoire* (18 juin 1993)

Conférence internationale du Travail

Quatre-vingtième session, Genève

DÉLÉGATIONS

Supplement to the *Provisional Record* (18 June 1993)

International Labour Conference

Eightieth Session, Geneva

DELEGATIONS

Suplemento de *Actas Provisionales* (18 de junio de 1993)

Conferencia Internacional del Trabajo

Octogésima reunión, Ginebra

DELEGACIONES

1993

LISTE FINALE
FINAL LIST
LISTA FINAL

La liste des délégations est présentée sous une forme trilingue dans l'ordre alphabétique français des pays représentés à la Conférence.

Toutes les informations concernant les noms des pays ou des organisations sont données en français, anglais et espagnol.

Les autres informations essentielles (titres et qualités des participants à la Conférence tels qu'ils figurent dans les pouvoirs officiels et fonctions exercées à la Conférence) sont indiquées dans une seule de ces langues: celle que doit utiliser le Bureau international du Travail dans la correspondance officielle avec le pays dont relève la personne intéressée.

The list of delegations is presented in trilingual form, in the French alphabetical order of the countries represented at the Conference.

All details relating to the names of countries and organisations are given in French, English and Spanish.

Other essential details (titles, positions or functions of participants as indicated in the official credentials and the Conference status of participants) are given in the language used for official correspondence between the ILO and the country in question.

En la lista trilingüe de delegaciones los países representados en la Conferencia figuran en orden alfabético francés.

Figuran en francés, inglés y español los nombres de los Estados y organizaciones asistentes a la Conferencia.

Por el contrario, los demás datos (títulos, profesiones y cargos de los participantes, tal como figuran en los poderes oficiales, y funciones ejercidas en la Conferencia) aparecen en la lengua utilizada por la Oficina Internacional del Trabajo para sus comunicaciones oficiales con el correspondiente Estado.

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ÉTATS MEMBRES MEMBER STATES ESTADOS MIEMBROS

AFGHANISTAN AFGANISTAN

Délégués gouvernementaux

BALKHI, Mawlawi Ahmad Nazar, M., ministre du Travail et des Affaires sociales.

NASRI, Sherahmad, M., ambassadeur, représentant permanent à Genève.

Conseiller technique et délégué suppléant

POPAL, Ghulam Ghaus, M., premier secrétaire, mission permanente à Genève.

Conseillers techniques

AKRAM, Wajma, M$^{\text{lle}}$, deuxième secrétaire, mission permanente à Genève.

MOKHTARZADA, Mohammad Taufiq, M., chargé d'affaires, ministre conseiller à Genève.

AKRAMI, Abdul Qayum, M., premier secrétaire, mission permanente à Genève.

ERFANI, Abdul Latif, M., deuxième secrétaire, mission permanente à Genève.

SADEQI, Mohammad Faroq, M.

Délégué des employeurs

BASHIRI, Mohammad Ghawse, M.

Délégué des travailleurs

SAME, Ghulam Marof, M.

ALBANIE ALBANIA ALBANIA

Workers' delegate

MUCO, Kastriot, Mr., President, Confederation of Free Trade Unions (CFTU).

Adviser

KAMBA, Imir, Mr., Head of International Department, Union of Independent Trade Unions of Albania (BSPSH).

ALGÉRIE ALGERIA ARGELIA

MINISTRE ASSISTANT À LA CONFÉRENCE

HAMDI, Tahar, M., ministre du Travail et des Affaires sociales.

Accompagné de SEMICHI, Abdel Hamid, M., ambassadeur; représentant permanent à Genève.

Délégués gouvernementaux

ABDELOUAHAB, Fifi, M$^{\text{me}}$, directeur des études juridiques et de la coopération au ministère du Travail et des Affaires sociales.

TOUATI, Hida, M$^{\text{lle}}$, attachée au ministère des Affaires étrangères.

Conseillers techniques et délégués suppléants

OUZIR, El Hachemi, M., directeur des relations du travail, ministère du Travail.

ABADA, Abdeslam, M., directeur général de l'Institut national d'hygiène et de la sécurité.

STAMBOULI, Mohamed El Hafed, M., conseiller à l'entreprise Sontrac, ministère de l'Energie et des Mines.

SLIMANI, Said, M., directeur général de la protection civile au ministère de l'Intérieur.

BELKHEIR, Dalila, M$^{\text{lle}}$, premier secrétaire, mission permanente à Genève.

Délégué des employeurs

MEKIDECHE, Mustapha, M., vice-président, Union nationale des entrepreneurs publics (UNEP).

Conseillers techniques et délégués suppléants

BOUTCHACHA, Mohamed, M., trésorier général de l'UNEP.

BENALI, Mohandarezki, M., vice-président de l'UNEP.

HAMIDI, Lies, M., membre de l'UNEP.

YOUSFI, Habib, M., président de la Confédération générale des opérateurs économiques algériens (CGOEA).

BOUZAR, Abdelkader, M., secrétaire général, CGOEA.

KAHOUL, Said, M., membre de la CGOEA.

HADDOUD, Lanovar, M., secrétaire général de la Confédération nationale du patronat algérien (CNPA).

AMMOUR, Nordine, M., président de la Confédération algérienne du patronat (CAP).

Personne désignée en conformité avec l'article 2, alinéa 3 i), du Règlement de la Conférence

KERIRBI, Fouad, M., membre de la CGOEA.

Délégué des travailleurs

BENHAMOUDA, Abdelhak, M., secrétaire général de l'Union générale des travailleurs algériens (UGTA).

Conseillers techniques et délégués suppléants

ZAAF, Mohamed, M., secrétaire national de l'UGTA.

MEZIANI, Abdelali, M., secrétaire national de l'UGTA.

SIDI SAID, Abdelmadjid, M., secrétaire national de l'UGTA.

DJEFFAL, Abdelaziz, M., membre adjoint suppléant du Conseil d'administration du BIT.

ALLEMAGNE GERMANY ALEMANIA

MINISTER ATTENDING THE CONFERENCE

TEGTMEIER, Werner, Mr., Secretary of State.

Accompanied by JELONEK, Alois, Mr., Ambassador; Permanent Representative, Geneva.

SCHARRENBROICH, Heribert, Mr., Member, Federal Parliament.

OPFERMANN, Wilhelm, Mr., Secretary, Committee on Labour and Social Policy of the Federal Council.

STATE MINISTER ATTENDING THE CONFERENCE

GOLLERT, Klaus, Mr., Deputy Prime Minister; Minister of Social Affairs of the Land Mecklenburg-Vorpommern; Member of the Federal Council.

Government delegates

CLEVER, Peter, Mr., Head, International Social Policy Department, Federal Ministry of Labour and Social Affairs; Government Representative, Governing Body of the ILO.

MAASSEN, Hans Joachim, Mr., Head, Section for Social Policy Abroad, Federal Ministry of Labour and Social Affairs; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

ROSENGARTEN, Ulrich, Mr., Minister, Permanent Mission, Geneva.

WILLERS, Dietrich, Mr., Head, Section for ILO Affairs, Federal Ministry of Labour and Social Affairs; Substitute Government Representative, Governing Body of the ILO.

Advisers

JAHN, Jochen, Mr., Head of Section, Department of Labour Market Policy, Federal Ministry of Labour and Social Affairs.

DAUM, Werner, Mr., Permanent Mission, Geneva.

OHNDORF, Wolfgang, Mr., Permanent Mission, Geneva.

VIETHEN, Hans Peter, Mr., Head, Section for Employment Relationships Law, Federal Ministry of Labour and Social Affairs.

BAUER, Peter, Mr., Permanent Mission, Geneva.

KIRCHBERG, Siegfried, Mr., Unit Head, Federal Institute for Occupational Safety and Health.

WETZ, Clemens, Mr., Permanent Mission, Geneva.

HOFFMANN, Susanne, Mrs., Expert, Federal Ministry of Labour and Social Affairs.

SCHEMEL, Joachim, Mr., Permanent Mission, Geneva.

KOBERSTEIN-WINDPASSINGER, Carmen, Mrs., Attaché of the Permanent Mission, Geneva.

KLEINSORGE, Georg, Mr., Deputy Head, Section for Employment Relationship Law, Federal Ministry of Labour and Social Affairs.

OTHER PERSONS ATTENDING THE CONFERENCE

COSTANZO, Antonio, Mr., ITDC.

RIVA GOMEZ, Francisco, Mr., ITDC.

Employers' delegate

THUSING, Rolf, Mr., Executive Board, Confederation of German Employers' Associations (BDA); Member, Governing Body of the ILO.

Adviser and substitute delegate

WISSKIRCHEN, Alfred, Mr., Deputy Head, Labour Law Department, BDA.

Advisers

GEHRUNGER, Richard, Mr., Director, Social and Works Administration, Hoechst AG.

VOSSIEG, Siegfried, Mr., Advocate; Senior Executive, Employers' Associations of Wuppertal.

HESS, Christian, Mr., Expert, International Social Policy and European Community Department, BDA.

Workers' delegate

ENGELEN-KEFER, Ursula, Ms., Vice-President, German Confederation of Trade Unions (DGB); Member, Governing Body of the ILO.

Adviser and substitute delegate

ADAMY, Wilhelm, Mr., Federal Executive Board, Labour Market Policy Department, DGB.

Advisers

BEYER, Gisela, Mrs., I.G. CHEMIE-PAPIER-KERAMIK, Department for Women.

LORCHER, Klaus, Mr., German Postal Workers' Union.

BULS, Hannelore, Mrs., German Salaried Employees' Union (DAG).

KONSTANTY, Reinhold, Mr., Federal Executive Board, Environment and Health Department, DGB.

BAHR, Waldemar, Mr., I.G. CHEMIE-PAPIER-KERAMIK, Environmental Protection Department.

WAGNER, Dieter, Mr., Federal Executive Board, International Department, DGB.

HESSEDENZ, Waltraud, Mrs., Textile and Garment Workers' Union.

ANGOLA

MINISTRE ASSISTANT À LA CONFÉRENCE

DA COSTA NETO, Antonio Domingos Pitra, M., ministre de l'Administration publique, de l'Emploi et de la Sécurité sociale.

Délégués gouvernementaux

DA COSTA, Manuel, M., directeur des relations internationales, ministère de l'Administration publique, Emploi et Sécurité sociale.

N'GOVE LUSSOKE, David, M., chef du Département national de la sécurité et de l'hygiène, ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale.

Conseillers techniques et délégués suppléants

MAXIMINO, Antonio Francisco, M., juriste, Département des relations et coopération internationales du ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale.

NETO PELINGANGA, Maria Nicolau S.O., M^{me}, directrice nationale de l'emploi et du salaire, ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale.

Conseillers techniques

RAMOS BAPTISTA, Cecilia Caldeira Rosario, M^{me}, chef, Département national des agences spécialisées, ministère des Affaires étrangères.

JESUS NETO, Rolando Felicidade, M., cadre supérieur du secrétariat d'Etat pour la coopération.

Délégué des employeurs

TIAGO GOMES, Antonio, M., secrétaire exécutif de la Chambre de commerce et d'industrie d'Angola (CCIA).

Conseillers techniques

RODRIGUES, José Maria, M., juriste, ENDIAMA; membre de la CCIA.

GABRIEL, Daniel Joaquim, M., directeur commercial du SUT/FTU, membre de la CCIA.

Délégué des travailleurs

DA COSTA, Abilio, M., secrétaire pour les questions économiques, UNTA.

Conseiller technique et délégué suppléant

N'ZAKUNDOMBA, Cordiro Ernesto, M., coordinateur du secrétariat exécutif de l'Union nationale des travailleurs de l'Angola (UNTA).

ANTIGUA-ET-BARBUDA
ANTIGUA AND BARBUDA
ANTIGUA Y BARBUDA

Government delegates

FREELAND, Adolphus Eleazer, Mr., Minister of Labour, Health, Cooperatives and Merchant Shipping.

PRINCE, Cuthbert A., Mr., Labour Commissioner.

Employers' delegate

BASS, Anderson H., Mr., Secretary, Employers' Federation.

Workers' delegate

ROBINSON, William, Mr., Senator, President, Antigua Trades and Labour Union.

ARABIE SAOUDITE SAUDI ARABIA
ARABIA SAUDITA

MINISTER ATTENDING THE CONFERENCE

AL-FAYEZ, Mohammed Ben Ali, Mr., Minister of Labour and Social Affairs.

Government delegates

KENTAB, Yousef Ben Yacoub, Mr., Acting Deputy Minister for Labour Affairs.

AL-KHALIDI, Mohamed Ben Said, Mr., Director-General, International Organizations Affairs.

Advisers and substitute delegates

FAKIH, Ahmed Ben Jaffar, Mr., Director-General, Main Social Insurance Office, Western Region.

AL-BAWARDY, Abdul Rahman Ben Saad, Mr., Labour Adviser, Manpower Department.

RAJEH, Hashem Ben Aly, Mr., Adviser, International Organizations Affairs.

ALDRESS, Majid, Mr., Permanent Mission.

Employers' delegate

DAHLAN, Abdullah Ben Sadek, Mr., Secretary-General, Jeddah Chamber of Commerce and Industry.

Workers' delegate

JOMA'A, Adnan Ben Saleh, Mr., Head of Relations Services Section, ARAMCO.

Adviser

BEN SALMA, Saad Ben Naser, Mr., Officer in charge of Manpower, Training and Organization, Saudi Basic Industries Corporation.

ARGENTINE ARGENTINA ARGENTINA

MINISTRO ASISTENTE A LA CONFERENCIA

RODRIGUEZ, Enrique, Sr., Ministro de Trabajo y Seguridad Social.

Acompañado de LANUS, Juan Archibaldo, Sr., Embajador, Representante Permanente en Ginebra.

Delegados gubernamentales

MAYORAL, César Fernando, Sr., Misión Permanente en Ginebra; representante gubernamental, Consejo de Administración de la OIT.

ETALA, Carlos Alberto, Sr., Secretario de Estado de Trabajo, Ministerio de Trabajo y Seguridad Social.

Consejeros técnicos y delegados suplentes

STREGA, Enrique A., Sr., Subsecretario de Trabajo, Ministerio de Trabajo y Seguridad Social.

TORRES, Carlos R., Sr., Subsecretario de Empleo, Ministerio de Trabajo y Seguridad Social.

RIVA, Anselmo, Sr., Subsecretario de Relaciones Laborales, Ministerio de Trabajo y Seguridad Social.

RECONDO, Gregorio, Sr., director nacional de asuntos internacionales, Ministerio de Trabajo y Seguridad Social.

FABRO, Patricia, Srta., secretaria de Embajada, Misión Permanente en Ginebra.

TOSONOTTI, Maria Cristina, Srta., secretaria de Embajada, Misión Permanente en Ginebra.

DE LA GUARDIA, Ernesto, Sr., secretario de Embajada, Misión Permanente en Ginebra.

MALPEDE, Diego, Sr., secretario de Embajada, Misión Permanente en Ginebra.

NISCOVOLOS, Luis, Sr., secretario de Embajada, Misión Permanente en Ginebra.

ALVAREZ, Armando, Sr., Misión Permanente en Ginebra.

ESTEVEZ, Antonio, Sr., asesor del Ministerio de Trabajo y Seguridad Social.

RABINOVICH, Oscar, Sr., Asesor, Ministerio de Trabajo y Seguridad Social.

SAPPIA, Jorge Gerónimo, Sr., Ministro de Trabajo de la Provincia de Córdoba.

Personas designadas de conformidad con el artículo 2, párrafo 3, i), del Reglamento de la Conferencia

MENGUELLE, Marcela, Srta.

LEON, Luis, Sr., senador nacional.

VISCARDI, Jorge, Sr.

BRITOS, Oraldo, Sr., senador nacional.

OTRAS PERSONAS ASISTENTES A LA CONFERENCIA

CASTILLO, José L., Sr., diputado nacional.

MONTEVERDE, Carlos R., Sr., diputado nacional.

ALVAREZ, Héctor C., Sr., diputado nacional.

ESTEVEZ BOERO, Guillermo E., Sr., diputado nacional.

HERNANDEZ, Santos A., Sr., diputado nacional.

SUEIRO, Carlos R., Sr., diputado nacional.

DE MARTINO, Víctor, Sr., diputado nacional.

LOPEZ, Alcides, Sr., diputado nacional, Comisión de Legislación del Trabajo.

RAIMUNDI, Carlos, Sr., diputado nacional, Comisión de Legislación del Trabajo.

MARCO, Jorge, Sr., diputado nacional.

NOVAU, Pedro, Sr., diputado nacional.

BENEDETTI, Jorge Enrique, Sr., diputado nacional.

Delegado de los empleadores

BLANCO VILLEGAS, Jorge, Sr., presidente de la Unión Industrial Argentina.

Consejeros técnicos y delegados suplentes

EURNEKIAN, Murat, Sr., vicepresidente tercero, Unión Industrial Argentina; miembro del Consejo de Administración de la OIT.

FUNES DE RIOJA, Daniel, Sr., presidente, Departamento de Política Social, Unión Industrial Argentina.

Consejeros técnicos

HERMIDA MARTINEZ, Darío Luis, Sr., secretario, Departamento de Política Social, Unión Industrial Argentina.

MANTILLA, Enrique, Sr., secretario, Comisión de Política Social, Unión Industrial Argentina.

SPAGHI, Patricio, Sr., presidente Subcomisión de Normas Internacionales, Unión Industrial Argentina.

ALDAO ZAPIOLA, Carlos, Sr., miembro, Comisión de Política Laboral, Unión Industrial Argentina.

BOLO, Ovidio, Sr., vicepresidente segundo, Cámara Argentina de Comercio.

FIORE, Luis María, Sr., director y presidente de la Comisión de asuntos laborales de la Cámara Argentina de Comercio.

Personas designadas de conformidad con el artículo 2, párrafo 3, i), del Reglamento de la Conferencia

BARCIA, Juan Eudoro, Sr., Confederación General Económica.

GHEZZI, Oscar Alberto, Sr., Federación de Hoteles Argentina.

SABATE, Jorge, Sr., presidente de UDECA.

GELMI, Juan Carlos, Sr., tesorero y presidente de la Comisión de relaciones laborales de CAME.

Delegado de los trabajadores

BRUNELLI, Naldo, Sr., secretario general, Confederación General del Trabajo de la República Argentina.

Consejeros técnicos y delegados suplentes

BALDASSINI, Ramón A., Sr., Confederación General del Trabajo de la República Argentina.

RODRIGUEZ, Andrés, Sr., Confederación General del Trabajo de la República Argentina.

AMIN, Raúl, Sr., Confederación General del Trabajo de la República Argentina.

Consejeros técnicos

VENTURINI, Enrique, Sr., Confederación General del Trabajo de la República Argentina.

UBALDINI, Saúl, Sr., Confederación General del Trabajo de la República Argentina.

DIGON, Roberto, Sr., Confederación General del Trabajo de la República Argentina.

VALLE, Ramón, Sr., Confederación General del Trabajo de la República Argentina.

FARINA, Nelson, Sr., Confederación General del Trabajo de la República Argentina.

Personas designadas de conformidad con el artículo 2, párrafo 3, i), del Reglamento de la Conferencia

RECALDE, Héctor, Sr., asesor jurídico, Confederación General del Trabajo de la República Argentina.

MASTROCOLA, Vicente, Sr.

OMAR SUAREZ, Enrique, Sr.

MORAN, Mario, Sr.

CANTARINO, Néstor, Sr.

GARCIA, Angel, Sr.

OMAR VIVIANI, Jorge, Sr.

CHÀVARRIA, Melchor Julio, Sr.

ARMÉNIE ARMENIA

Délégués gouvernementaux

YASAYAN, Ashot, M., ministre.

SAPSEZIAN, Aharon, M.

Conseillers techniques et délégués suppléants

DARIAN, Alexander, M.

SALIBIAN, Raffyi, M.

AUSTRALIE AUSTRALIA AUSTRALIA

MINISTER ATTENDING THE CONFERENCE

BRERETON, Laurie, Mr., MP, Minister for Industrial Relations.

Accompanied by CORE, Peter, Mr., Secretary, Department of Industrial Relations.

MASON, Ashley, Mr., Senior Adviser.

STATE MINISTERS ATTENDING THE CONFERENCE

BESWICK, John, Mr., Minister for Employment, Industrial Relations and Training, Tasmania.

FOLEY, Matthew, Mr., Minister of Labour, Queensland.

Accompanied by McGAURR, Darcy, Mr., Secretary, Department of Employment, Industrial Relations and Training, Tasmania.

HENNEKEN, Peter, Mr., Official, Department of Labour Queensland.

WILLIAMS, Christine, Ms., Private Secretary.

Government delegates

DEJONG, Bill, Mr., Minister (Special Labour Adviser), Permanent Mission, Geneva; Government Representative, Governing Body of the ILO.

LEIGH, Kathy, Ms., Assistant Secretary, International Branch, Department of Industrial Relations.

Advisers and substitute delegates

WENSLEY, Penelope, Ms., Permanent Representative, Ambassador for the Environment, Geneva.

COGHLAN, Michael, Mr., First Assistant Secretary, Corporate Development Division, Department of Industrial Relations; Substitute Government Representative, Governing Body of the ILO.

Advisers

BENNETT, Stephanie, Ms., Director, Work and Family Unit, Department of Industrial Relations.

BRADLEY, Brian, Mr., Director, Policy and Information, Department of Occupational Health and Safety, Western Australia.

MORRISON, Rodney, Mr., Director, Public Employment Industrial Relations Services, Department of Industrial Relations, Education Training, Further Education, New South Wales.

KNOTT, Christopher, Mr., First Secretary, Permanent Mission, Geneva.

OTHER PERSONS ATTENDING THE CONFERENCE

HOWARD, John, Mr., Opposition Spokesperson for Industrial Relations, Employment and Training, Member of Parliament.

BELL, Robert, Mr., Senator, Australian Democrats Spokesperson on Industrial Relations, Member of Parliament.

Employers' delegate

NOAKES, Bryan, Mr., Director-General, Australian Chamber of Commerce and Industry; Deputy Member, Governing Body of the ILO.

Advisers and substitute delegates

QUIRK, Mark, Mr., Director, Victorian Employers Chamber of Commerce and Industry.

PATTISON, Gregory, Mr., Director, Chamber of Manufacture of New South Wales.

HAMPTON, Peter, Mr., Deputy Director, South Australian Employers' Federation.

Workers' delegate

GEORGE, Jennie, Ms., Assistant Secretary, Australian Council of Trade Unions.

Advisers

MAYMAN, Stephanie, Ms., Industrial Officer, Australian Liquor, Hospitality and Miscellaneous Workers' Union.

EASSON, Michael, Mr., Secretary, Labour Council of New South Wales.

MATHESON, Alan, Mr., International Liaison Officer, Australian Council of Trade Unions.

AUTRICHE AUSTRIA AUSTRIA

MINISTER ATTENDING THE CONFERENCE

HESOUN, Josef, Mr., Federal Minister for Labour and Social Affairs.

Accompanied by LECHNER, Christoph, Mr., Secretary to the Minister.

BUCHACHER, Ulrike, Ms., Secretary to the Minister.

BUCHINGER, Herbert, Mr., Secretary to the Minister.

SCHREIBER, Eva, Ms.

Government delegates

KLEIN, Gerhard, Mr., Director-General, Head of Social Policy and Labour Law Department, Federal Ministry for Labour and Social Affairs.

MELAS, Heinz-Michael, Mr., Director, Federal Ministry for Labour and Social Affairs.

Advisers and substitute delegates

LANG, Winfried, Mr., University Professor; Ambassador; Permanent Representative, Geneva.

LANGHAMMER, Herbert, Mr., Director, Federal Ministry for Labour and Social Affairs.

Advisers

LENTSCH, Wolfgang, Mr., Director, Federal Ministry for Economic Affairs.

BAIER, Thomas Michael, Mr., Deputy Permanent Representative, Geneva.

HOMOLYA, Ferenc, Mr., Director, Federal Ministry for Economic Affairs.

LECHNER, Theodora, Mrs., Director, Federal Ministry for Labour and Social Affairs.

DESSER, Michael, Mr., Attaché, Permanent Mission, Geneva.

Employers' delegate

ARBESSER-RASTBURG, Max, Mr., Professor; Manager, Herz Armaturen AG; Substitute Member, Governing Body of the ILO.

Advisers and substitute delegates

BRAUNER, Heinrich, Mr., Chief of Social Insurance and Workers' Protection Division, Federation of Austrian Industrialists.

STRIMITZER, Dietmar, Mr., Social Policy Division, Federal Chamber of Commerce.

Workers' delegate

VERZETNITSCH, Friedrich, Mr., President, Austrian Confederation of Trade Unions.

Advisers and substitute delegates

FRIEHS, Franz, Mr., Social Policy Division, Austrian Confederation of Trade Unions.

RAUB, Gerhard, Mr., Secretary, Workers' Union for Metal, Mining and Energy.

NEUGEBAUER, Fritz, Mr., Vice-President, Austrian Confederation of Trade Unions.

Adviser

BEI, Neda, Mrs., Department of Women's and Family Affairs, Vienna Chamber of Labour.

AZERBAÏDJAN AZERBAIJAN AZERBAIYÁN

Government delegates

KERIMOV, Akif, Mr., Minister of Labour and Social Protection.

ALEKPEROV, Avaz, Mr., President, Social Security Fund.

Advisers and substitute delegates

NAGIYEV, Vagif, Mr.

GAFAROV, Tarlan, Mr.

GAMBAROV, Tofik, Mr., Adviser.

Adviser

MAMEDOVA, Firangiz, Mrs., Secretary, Ministry of Labour and Social Protection.

Employers' delegate

AHMEDOV, Teimur, Mr., President, marinesteamship "Hazar".

Advisers and substitute delegates

ASADOV, Fuad, Mr., Chairman, Union of Leaseholders and Entrepreneurs.

HADJIEV, Oktay, Mr.

SAFAROV, Fuad, Mr.

Workers' delegate

MEHBALIYEV, Sattar, Mr., Chairman, Trade Union Confederation.

BAHAMAS

Government delegates

MOORE, Maurice E., Mr., Minister of Labour, Human Resources and Training.

ARCHER, Leonard A., Mr., Director of Labour, Ministry of Labour, Human Resources and Training.

Employers' delegate

PETTY, Pauline, Mrs., Bahamas Employers' Confederation.

Workers' delegate

BODYE, Hurie B., Mr., Commonwealth of Bahamas Trade Union Congress.

BAHREÏN BAHRAIN BAHREIN

MINISTER ATTENDING THE CONFERENCE

AL-KHALIFA, Shaikh Khalifa bin Salman bin, Mr., Minister of Labour and Social Affairs.

Government delegates

AL-MADANI, Abdulla Rashid, Mr., Under-Secretary, Ministry of Labour and Social Affairs.

SATER, Adel Yousif, Mr., First Secretary, Permanent Mission, Geneva.

Advisers and substitute delegates

AL-HADDAD, Ahmed Mahdi, Mr., Permanent Representative, Geneva.

AL-ZAYANI, Abdul Rahman Salman, Mr., Assistant Under-Secretary for Labour Affairs, Ministry of Labour and Social Affairs.

AL-WAZZAN, Hamad Ebrahim, Mr., Chief, Labour Relations, Ministry of Labour and Social Affairs.

Advisers

AL-MODEHKI, Abdul Aziz, Mr., Chief, Labour Inspection Section, Ministry of Labour and Social Affairs.

BU-HIJI, Abdul-Hakim Mohamed, Mr., Second Secretary, Permanent Mission, Geneva.

GHAZI, Ezzat Abdul-Nabi, Mr., Legal and Labour Adviser, Ministry of Labour and Social Affairs.

AL-DOSERI, Sabah Salem, Mr., Secretary to the Minister of Labour and Social Affairs.

Employers' delegate

ZAIN AL-ABIDEEN, Hassan Mohamed, Mr., Second Vice-President, Bahrain Chamber of Commerce and Industry.

Workers' delegate

ABDULLA, Abdul Ghaffar Abdul-Hussain, Mr., Vice-Chairman, General Committee of Bahrain Workers.

Advisers and substitute delegates

MOHAMED, Abdulrahman Mohamed, Mr., Member, General Committee of Bahrain Workers.

SAYED JASSIM, Sayed Ebrahim Sayed Hassan, Mr., Member, General Committee of Bahrain Workers.

BANGLADESH

MINISTER ATTENDING THE CONFERENCE

MANNAN BHUIYAN, Abdul, Mr., Ministry of Labour and Manpower.

Government delegates

OSMANY, Mufleh R., Mr., Ambassador; Permanent Representative, Geneva.

FARID, Shah Mohammad, Mr., Secretary, Ministry of Labour and Manpower; Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

JAMALUDDIN, Syed, Mr., Economic Minister, Permanent Mission, Geneva.

KARIM, Iftikharul, Mr., Counsellor, Permanent Mission, Geneva.

ALI, Ashraf, Mr., Deputy-Chief, Ministry of Labour and Manpower.

QUAUNINE, Nazmul, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

HYDER, C.K., Mr., Secretary-General, Bangladesh Employers' Association.

Advisers and substitute delegates

RAHMAN, Latifur, Mr., Executive President, Bangladesh Employers' Association.

ANIS-UD-DAULA, Mr., President, Bangladesh Employers' Association.

Workers' delegate

ALI, Iskender, Mr., President, Bangladesh Jatyotabadi Sramik Dal.

Adviser and substitute delegate

ISLAM KHAN, Nazrul, Mr., General-Secretary, Bangladesh Jatyotabadi Sramik Dal.

BARBADE BARBADOS BARBADOS

MINISTER ATTENDING THE CONFERENCE

CLARKE, Carl, Mr., Minister of Labour, Consumer Affairs and the Environment.

Government delegate

BREWSTER, Fozlo, Mr., Permanent Secretary, Ministry of Labour, Consumer Affairs and the Environment.

Employers' delegate

BUSHELL, Edward, Mr., Executive Director, Barbados Employers' Confederation.

Workers' delegate

TROTMAN, Leroy, Mr., General Secretary, Barbados Workers' Union; Deputy Member, Governing Body of the ILO.

BELARUS

Government delegates

BADEY, George, Mr., Chairman, State Committee for Labour and Social Protection.

ZHUKOWSKY, Nikolai, Mr., Chief External Relations Department, State Committee for Labour and Social Protection.

Adviser and substitute delegate

SYRETS, Igor, Mr., Second Secretary, Ministry of Foreign Affairs.

Employers' delegate

KUNYAVSKY, Max, Mr., Co-Chairman, Republican Entrepreneurs Coordinating Council; President, Union of Entrepreneurs and Leaseholders.

Advisers and substitute delegates

KUNTS, Michael, Mr., Director, Bobruisk Lease-Holding Tannery.

BLAGOVA, Maja, Ms., Director, Gomel Lease-Holding Winery.

Adviser

MOROZ, Victor, Mr., Director, Bobruisk Rubber Enterprise.

Workers' delegate

GONTCHARIK, Vladimir, Mr., Chairman, Federation of Trade Unions.

Adviser and substitute delegate

BULGAK, Vadim, Mr., Deputy Chairman, Federation of Trade Unions.

Advisers

PODOLINSKY, Oleg, Mr., Head, International Relations Department, Federation of Trade Unions.

EVDOKIMTCHIK, Alexander, Mr., Chairman, Trade Union Committee, Minsk Lease-Holding Ball-Bearing Plant.

BELGIQUE BELGIUM BÉLGICA

MINISTRE ASSISTANT À LA CONFÉRENCE

SMET, Miet, M^{me}, ministre de l'Emploi et du Travail.

Accompagné de COX, Guy, M., chef de Cabinet du ministre de l'Emploi et du Travail.

ASEGLIO, Michel, M., chef de Cabinet, adjoint du ministre de l'Emploi et du Travail.

VAN DAMME, Jackie, M., attaché au Cabinet du ministre de l'Emploi et du Travail.

MICHIELS, Krista, M^{me}, attachée de presse au Cabinet du ministre.

Délégués gouvernementaux

LEEMANS, Edward, M., ministre d'Etat; représentant gouvernemental du Conseil d'administration du BIT.

VANDAMME, François, M., directeur d'administration; chef du Service des relations internationales, ministère de l'Emploi et du Travail; représentant suppléant, Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

REYN, Alex, M., ambassadeur; représentant permanent à Genève.

Conseillers techniques

HUBLET, Paul, M., directeur général de l'administration, de l'hygiène et de la médecine du travail.

DE GOLS, Michel, M., directeur d'administration à l'Administration de la réglementation et des relations du travail, ministère de l'Emploi et du Travail.

VAN CRAEN, Marc, M., représentant permanent adjoint à Genève.

GEDOPT, Marc, M., premier secrétaire, mission permanente, Genève.

HESELMANS, M., M., inspecteur général à l'Administration de la sécurité du travail, ministère de l'Emploi et du Travail.

GERARD, Maurice, M., ingénieur en chef, directeur à l'Administration de la sécurité du travail, ministère de l'Emploi et du Travail.

LETAWE, Guy, M., ingénieur principal, chef de service à l'Administration de la sécurité du travail du ministère de l'Emploi et du Travail.

CLOESEN, Joseph, M., conseiller adjoint au Service des relations internationales du ministère de l'Emploi et du Travail; représentant gouvernemental suppléant du Conseil d'administration du BIT.

WALGRAVE, Jo, M^{me}, président, Conseil national du travail.

WAREGNE, Jean-Marie, M., attaché pour la communauté française de Belgique, représentation permanente à Genève.

AUTRES PERSONNES ASSISTANT À LA CONFÉRENCE

MAXIMUS, Lydia, M^{me}, sénateur, président de la Commission des Affaires sociales au Sénat.

DE ROO, Jouan, M., sénateur.

STROOBANT, Marc, M., sénateur.

FLAMANT, Emiel, M., député, président de la Commission des affaires sociales de la Chambre.

Délégué des employeurs

VAN HOLM, Jan, M., directeur du Service des relations et conditions de travail, Fédération des entreprises de Belgique; membre adjoint suppléant, Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

MINNE, Willy, M., directeur, Fédération des industries agricoles et alimentaires de Belgique.

Conseillers techniques

DA COSTA, Jacques, M., directeur, Fédération pétrolière.

DILLEN, René, M., conseiller adjoint, Fédération des industries chimiques de Belgique.

STORM, Marie-Louise, M^{me}, conseiller social international à Fabrimétal.

Délégué des travailleurs

DE VITS, Mia, M^{me}, secrétaire général, Fédération générale du travail de Belgique (FGTB); membre adjoint suppléant, Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

PEIRENS, Willy, M., président, Confédération des syndicats chrétiens (CSC).

Conseillers techniques

WALDACK, Willy, M., président national, Centrale générale des syndicats libéraux de Belgique.

JANSSENS, François, M., président de la Fédération générale du travail.

DELARUE, Rudy, M., conseiller juridique, Service d'études, CSC.

MAETER, Pierre-Paul, M., directeur du Service entreprise, FGTB.

LEEMANS, Marc, M., conseiller, CSC.

DRIOM, Cécile, M^me^, conseiller juridique du Service d'études, FGTB.

DAEMEN, André, M., conseiller, CSC.

Personne désignée en conformité avec l'article 2, alinéa 3 i), du Règlement de la Conférence

DE REYMAEKER, Jan, M., chef du service international de la Confédération des syndicats chrétiens.

BELIZE BELIZE BELICE

Government delegates

CASTILLO, Valdemar Isidro, Mr., Minister of Labour, Public Service and Local Government.

JOHNSON, W. Gilbert, Mr., Labour Commissioner.

Adviser and substitute delegate

CASTILLO, Valdemar Bernardo, Mr.

Employers' delegate

WILLIAMS, Greta Martha, Mrs., Belize Chamber of Commerce and Industry.

Workers' delegate

PATTEN, Horris, Mr.

BÉNIN BENIN

Délégués gouvernementaux

AHOYO, Véronique, M^me^, ministre du Travail et des Affaires sociales.

ZANOU, A. Pierre, M., directeur du travail.

Délégué des employeurs

GIELE, Lucien, M., membre du bureau exécutif de l'Organisation nationale des employeurs (ONEB); membre suppléant du Conseil d'administration du BIT.

Délégué des travailleurs

DOSSOU, Léopold, M., secrétaire général de la Centrale des syndicats autonomes.

Conseiller technique

LAWANI, Amidou, M., secrétaire général de l'Union nationale des Syndicats de travailleurs du Bénin.

BOLIVIE BOLIVIA BOLIVIA

MINISTRO ASISTENTE A LA CONFERENCIA

EUSEBIO, Gironda, Sr., Ministro del Trabajo y Desarrollo Laboral.

Delegados gubernamentales

SORUCO VILLANUEVA, Jorge, Sr., Embajador, Representante Permanente en Ginebra; representante gubernamental del Consejo de Administración de la OIT.

CRESPOI, Alfonso, Sr., Embajador, asesor, Misión Permanente en Ginebra.

Consejeros técnicos

BANZER, Wilma, Sra., consejero, Misión Permanente en Ginebra; representante gubernamental suplente del Consejo de Administración de la OIT.

VALCARCE PEÑAFIEL, J. Rafael, Sr., primer secretario, Misión Permanente en Ginebra.

Delegado de los empleadores

ESPAÑA-SMITH, Raúl, Sr., miembro del consejo directivo de la Confederación de Empresarios Privados.

Consejero técnico y delegado suplente

ILLANES, Fernando, Sr., presidente, Confederación de Empresarios Privados.

Delegado de los trabajadores

SALAS, Oscar, Sr., representante de la Central Obrera Boliviana.

BOTSWANA

MINISTER ATTENDING THE CONFERENCE

BALOPI, Patrick K., Mr., Minister of Labour and Home Affairs.

Government delegates

MASOGO, Keetla M., Mr., Permanent Secretary, Ministry of Labour and Home Affairs.

PALAI, Mothusi B.R., Mr., Commissioner of Labour and Social Security.

Adviser and substitute delegate

BAKWENA, Thekegelo M., Mr., Chief Inspector of Factories.

Adviser

SIGWELE, Reginah, Miss, Senior Labour Officer.

Employers' delegate

DAMBE, Christopher M., Mr., Executive Member, Botswana Confederation of Commerce, Industry and Manpower(BOCCIM); Substitute Member, Governing Body of the ILO.

Workers' delegate

GABORONE, Keolopile, Mr., Vice-Chairman, Botswana Federation of Trade Unions (BFTU); General Secretary of Botswana Bank Employees' Union.

BRÉSIL BRAZIL BRASIL

MINISTER ATTENDING THE CONFERENCE

BARELLI, Walter, Mr., Minister of State of Labour.

Accompanied by AMORIM, Celso, Mr., Ambassador; Permanent Representative, Geneva.

VERGNE SABOIA, Gilberto, Mr., Ambassador; Deputy Permanent Representative, Geneva.

DE SA BARBUDA, Almir, Mr., Minister-Counsellor, Permanent Mission, Geneva; Government Representative, Governing Body of the ILO.

Government delegates

DA SILVA, Roque Aparecido, Mr., Secretary of Labour Relations, Ministry of Labour.

DE ARAUJO LIMA, Ricardo Roberto, Mr., Deputy Secretary of Labour Policy and Salaries, Ministry of Labour.

Advisers

DOS SANTOS, Maria Helena Gomes, Ms., Head, International Department, Ministry of Labour.

FUNARI FILHO, Antonio, Mr., Regional Directorate of Labour, State of Sao Paulo.

EMANUELY OSORIO, Luis Carlos, Mr., Coordinator, Occupational Safety and Health, Ministry of Labour.

GUILHERME DE MORAES, Luis, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

HOSANNAH, Eduardo de Mattos, Mr., First Secretary, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

NOGUEIRA DA GAMA, Geraldo, Mr., Secretary, Justice of Labour and Citizenship, State of Rio Grande do Sul.

OTHER PERSONS ATTENDING THE CONFERENCE

DE LAVOR, Mansueto, Mr., Senator.

PIMENTA, Wagner, Mr., Minister of the Supreme Labour Court.

GURCEL, Hylo, Mr., Minister of the Supreme Labour Court.

PIMENTEL, Marcelo, Mr., Minister of the Supreme Labour Court.

FERRAZ DOS PASSOS, Joao Pedro, Mr., Attorney-General, Ministry of Labour.

NOGUEIRA DE BRITTO, Vicente Vanderley, Mr., Deputy Attorney-General, Ministry of Labour.

CASQUEL MONTI, Milton, Mr., Secretary for Labour Relations, State of Sao Paulo.

ADRI SARTI, Plinio G., Mr., Deputy-Secretary for Labour Relations, State of Sáo Paulo.

Employers' delegate

NEVES FILHO, Jones Santos, Mr., Vice-President, National Confederation of Industries; Deputy Member, Governing Body of the ILO.

Advisers

DONATO, Arthur Joao, Mr., President, Federation of Industries, State of Rio de Janeiro.

CARNEIRO RIBEIRO, Paulo, Mr., President, National Confederation of Agriculture.

D'ARAUJO MARTINS, Vitor, Mr., Vice-President, National Confederation of Commerce.

DOS SANTOS, Narciso Gonçalves, Mr., President, Union of Passenger Transport Companies Nova Iguacú; Vice-President, Federation of Road Transport Companies, Brazilian Meridional East.

FETT, Milton, Mr.

LINHARES, Lúcia Maria Rondon, Ms., Adviser, Legal Department, National Confederation of Industries.

CARVALHO SFOGGIA, Ubajara Alves, Mr., Legal Adviser, Union and Federation of Road Transport Companies of the States of Rio Grande do Sul.

RODRIGUES, Renato de Oliveira, Mr., Head, Labour Department, National Confederation of Commerce.

Persons appointed in accordance with Article 2, paragraph 3(i), of the Standing Orders of the Conference

CARMO, Afonso Celso M. Sousa, Mr., Adviser, National Confederation of Transport.

DAIHA, Nelson, Mr., Director, National Confederation of Commerce; President, Federation of Commerce, State of Bahia.

Workers' delegate

IBRAHIM, José, Mr., Secretary for International Relations, Forca Sindical (FS).

Advisers

DE BARROS, Valdir Vicente, Mr., Director of International Relations, Confederaçao General dos Trabalhadores (CGT).

MARTINES BARGAS, Osvaldo, Mr., Secretary for International Relations, Central Unica dos Trabalhadores (CUT).

OLIVEIRA, José Olivio Miranda, Mr., National Secretary, International Relations, CUT.

RODRIGUES PIMENTEL, Lucia Maria, Ms., Secretary of International Relations, CGT.

THAUMATURGO CORTIZO, Antonio Maria, Mr., Vice-President, CGT; Substitute Member, Governing Body of the ILO.

COUTINHO, Orlando, Mr., President, National Confederation of Land Transport Workers.

SANT'ANNA, João, Mr., Director, National Confederation of Commerce Workers.

BULGARIE BULGARIA BULGARIA

MINISTER ATTENDING THE CONFERENCE

MATINTCHEV, Evgueni, Mr., Deputy Prime Minister; Minister of Labour and Social Affairs.

Government delegates

SHOPOV, Dimitar, Mr., First Deputy Minister of Labour and Social Affairs.

DOBREV, Valentin, Mr., Ambassador; Permanent Representative, Geneva; Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

BALTOV, Atanas, Mr., First Secretary, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

WIENER, Vesko, Mr., Second Secretary, Ministry of Foreign Affairs.

MARKOVA, Plamenka, Mrs., Senior Expert, Ministry of Labour and Social Affairs.

Employers' delegate

KORALSKI, Mintcho, Mr., Counsellor, Union of Private Economic Enterprise.

Adviser and substitute delegate

SIMEONOV, Tzvetan, Mr., Senior Secretary, Bulgarian Chamber of Commerce and Industry.

Workers' delegate

TRENTCHEV, Konstantin, Mr., President, Labour Confederation "Podkrepa".

Advisers and substitute delegates

KOSSEVA, Evguenia, Mrs., Confederation Secretary, "Podkrepa".

IVANOVA, Mariana, Mrs., Legal Adviser, "Podkrepa".

MITREVA, Rossitza, Mrs., Jurist, "Podkrepa".

NEYKOV, Ivan, Mr., Deputy President, Confederation of Independent Trade Unions (CITUB).

Advisers

ABADJIEV, Emilian, Mr., Senior Expert, CITUB.

NEYKOVA, Svetlana, Mrs., Lawyer, CITUB.

BURKINA FASO

MINISTRE ASSISTANT À LA CONFÉRENCE

COMPAORE, Jean-Léonard, M., ministre de l'Emploi, du Travail et de la Sécurité sociale.

Délégués gouvernementaux

SILGA, Guillaume, M., directeur du travail.

KABORE, Joseph Martin, M., directeur de l'emploi et de la formation professionnelle.

Conseillers techniques et délégués suppléants

OUEDRAOGO, Karim François, M., conseiller technique du ministre.

YAMEOGO, Henri Marie Dieudonné, M., directeur de l'Office national de la promotion de l'emploi.

Délégué des employeurs

ILBOUDO, Bruno, M., président, Conseil national du patronat burkinabé.

Conseiller technique et délégué suppléant

KABORE, Balenko Pierre, M., Conseil national du patronat burkinabé.

Conseiller technique

OUEDRAOGO, Saïdou Pascal, M., Conseil national du patronat burkinabé.

Délégué des travailleurs

NAMONO, Jean Richard, M., secrétaire général de la Confédération syndicale burkinabé.

Conseiller technique et délégué suppléant

SEBGO, Rigobert, M., secrétaire général, Organisation nationale des syndicats libres (ONSL).

Conseiller technique

BALMA, Joseph, M., trésorier général, Organisation nationale des syndicats libres (ONSL).

BURUNDI

Délégués gouvernementaux

SAMOYA KIRURA, Colette, M^{me}, ambassadeur, représentant permanent à Genève.

FURUGUTA, Omer, M., directeur général du Travail et de la Sécurité sociale.

Conseillers techniques et délégués suppléants

NZEYIMANA, Pierre-Claver, M., conseiller technique, Cabinet du ministre du Travail et de la Sécurité sociale.

RUSUKU, Simon, M., directeur général, Institut national de la Sécurité sociale.

BUSHAHU, Salvator, M., chef, Bureau législation et contentieux de l'INSS.

NEGAMIYE, Aloys, M., deuxième conseiller, mission permanente à Genève.

Délégué des employeurs

SIMBARE, Cassien, M., membre du comité exécutif, Association des employeurs du Burundi.

Conseiller technique et délégué suppléant

NZISABIRA, Gaspard, M., secrétaire exécutif de l'Association des employeurs du Burundi.

Délégué des travailleurs

KUBWIMANA, Vincent, M., secrétaire général, Confédération syndicale du Burundi.

CAMEROUN CAMEROON CAMERÚN

MINISTRE ASSISTANT À LA CONFÉRENCE

MBILLA, Simon, M., ministre du Travail et de la Prévoyance sociale.

Délégués gouvernementaux

NGOUBEYOU, François-Xavier, M., ambassadeur, représentant permanent à Genève.

NYANGANG, Claire, M^{me}., directeur du travail.

Conseiller technique et délégué suppléant

CHEBO, Tantoh Charles, M., premier secrétaire, mission permanente à Genève.

Délégué des employeurs

MOKOKO KINGUE, Félix, M., président de l'Union des syndicats professionnels du Cameroun (USPC); membre du Conseil d'administration du BIT.

Délégué des travailleurs

SOMBES, Louis, M., secrétaire général de la Confédération syndicale des travailleurs (CTSC).

Conseiller technique

ETAME NDEDI, Emmanuel, M., président, CSTC.

CANADA CANADÁ

Délégués gouvernementaux
Government delegates

CARON, Lucille, M^{me}, directrice exécutive du Bureau des affaires internationales au ministère du Travail du Canada; représentante gouvernementale au Conseil d'administration du BIT.

AUSMAN, John, Mr., Counsellor, Permanent Mission, Geneva; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants
Advisers and substitute delegates

DUBOIS, Paul, M., représentant permanent adjoint à Genève.

LAWRENCE, Robert, Mr., Counsellor Permanent Mission, Geneva.

Conseillers techniques
Advisers

KLEIN, Suzanne Silk, Ms., Manager of Employment Conditions and Practice Policy, Ministry of Labour, Ontario.

LE TOURNEAU, Carrie, Ms., Officer, Office of International Affairs, Department of Labour.

SALIB, Michael, Mr., Executive Director, Major Industrial Accidents Council of Canada.

REPRÉSENTANTS DES GOUVERNEMENTS PROVINCIAUX ACCOMPAGNANT LA DÉLÉGATION
REPRESENTATIVES OF PROVINCIAL GOVERNMENTS ACCOMPANYING THE DELEGATION

BOISVERT, Richard, M., conseiller, Direction des organisations internationales, ministère des Affaires internationales de Québec.

HARVEY, Lorraine, M^{me}, agente de concertation au Service des relations avec le réseau externe de la Commission de la santé et de la sécurité du travail du Québec.

AUTRES PERSONNES ASSISTANT À LA CONFÉRENCE
OTHER PERSONS ATTENDING THE CONFERENCE

CHADWICK, Harry, Mr., Member for Bramalea-Gore-Malton.

COMMUZZI, Joe, Mr., Member for Thunder Bay-Nipigon.

PARENT, Gilbert, Mr., Member for Welland-St. Catharines-Thorold.

Délégué des employeurs
Employers' delegate

BELL, Allen, Mr., Senior Vice President, Human Resources Division, Toronto Dominion Bank.

Conseillers techniques et délégués suppléants
Advisers and substitute delegates

McNICOLL, Madelaine, M^{me}, directrice exécutive, Conseil canadien des employeurs.

HALLIWELL, John, Mr., Canadian Employers' Council.

Conseillers techniques
Advisers

WOLFORD, Peter, Mr., Senior Vice-President, Retail Council of Canada.

PIRIE, Jim, Mr., Executive Director, Research, Marketing and Information Services, Industrial Accident Prevention Association.

Délégué des travailleurs
Workers' delegate

CARR, Shirley, Mrs., President Emeritus.

Conseillers techniques et délégués suppléants
Advisers and substitute delegates

PARROT, Jean-Claude, M., vice-président exécutif, Congrès du travail du Canada.

MALLON, Brian, Mr., Project Coordinator, International Affairs Department, Canadian Labour Congress.

Conseillers techniques
Advisers

ROY, Marie, M^{me}, adjointe à l'exécutif de la Confédération des syndicats nationaux.

DESORMEAUX, Nicole, M^{me}, vice-présidente, Fédération des travailleurs et travailleuses du Québec.

HOUSCH, Gary, Mr., International Vice-President, Brotherhood of Maintenance of Way Employees.

CAP-VERT CAPE VERDE CABO VERDE

Délégués gouvernementaux

MONTEIRO, Eurilo, M., ministre de la Justice et du Travail.

APARECIDA, Conceiçao, M^{me}, directrice générale du travail et de l'emploi.

Délégué des employeurs

MASCARENHAS, Orlando José, M., président, Association commerciale, industrielle et agricole de Sotavento.

Délégué des travailleurs

VAZ, José Manuel, M., secrétaire général de la Confédération cap-verdienne des syndicats libres.

RÉPUBLIQUE CENTRAFRICAINE
CENTRAL AFRICAN REPUBLIC
REPÚBLICA CENTROAFRICANA

MINISTRE ASSISTANT À LA CONFÉRENCE

NIMAGA, Ismaïla, M., ministre de la Fonction publique, du Travail, de la Sécurité sociale et de la Formation professionnelle.

Délégués gouvernementaux

GAHORO, Georges, M., chargé de mission en matière de travail.

YANGO-SINDO, Alexandre Désiré, M., directeur général du travail, de l'emploi et de la formation professionnelle.

Délégué des employeurs

YOMBO, Théophile, M., président de l'Union nationale du patronat centrafricain.

Délégué des travailleurs

SANDOS, Richard, M., secrétaire général de la CNTC.

Conseiller technique et délégué suppléant

SONNY-COLE, Théophile, M., secrétaire général de l'USTC.

CHILI CHILE CHILE

MINISTRO ASISTENTE A LA CONFERENCIA

CORTAZAR SANZ, René, Sr., Ministro del Trabajo y Previsión Social.

Delegados gubernamentales

LOYOLA OSORIO, Eduardo, Sr., Subsecretario del Trabajo.

ORLANDINI MOLINA, Luis, Sr., Subsecretario de Previsión Social.

Consejeros técnicos y delegados suplentes

TIRONI BARRIOS, Ernesto, Sr., Embajador, Misión Permanente en Ginebra.

CUBILLOS BRAVO, Hugo, Sr., Embajador alterno, Misión Permanente en Ginebra.

ILABACA ORPHANOPOULOS, José Luis, Sr., consejero, Misión Permanente en Ginebra.

ARAVENA ASTUDILLO, Duhamel, Sr., abogado, encargado Oficina de Relaciones Laborales Internacionales, Ministerio del Trabajo y Previsión Social.

Consejeros técnicos

ATRIA RAWLINS, Manuel, Sr., Ministro Consejero, Dirección de Política Multilateral, Ministerio de Relaciones Exteriores.

SANHUEZA BEZANILLA, Camilo, Sr., tercer secretario, Misión Permanente en Ginebra.

MIMIZA BRAYEVICH, Antonio, Sr., agregado laboral, Misión Permanente en Ginebra.

RODRIGUEZ TRUJILLO, María Luisa, Srta., funcionaria Dirección Política Multilateral, Ministerio de Relaciones Exteriores.

ROMERO, Pablo, Sr., primer secretario, Misión Permanente en Ginebra.

LABRA, Fernando, Sr., segundo secretario, Misión Permanente en Ginebra.

OTRAS PERSONAS ASISTENTES A LA CONFERENCIA

CALDERON, Rolando, Sr., senador.

HORMAZABAL, Ricardo, Sr., senador.

ORTIZ DE PHILLIPI, Hugo, Sr., senador.

GAJARDO, Rubén, Sr., diputado.

SOTOMAYOR, Andrés, Sr., diputado.

Delegado de los empleadores

GUZMAN MATTA, José Antonio, Sr., presidente, Confederación de la Producción y del Comercio.

Consejeros técnicos y delegados suplentes

UNDURRAGA UNDURRAGA, Eduardo, Sr., ingeniero comercial, designado de acuerdo con la Asociación Chilena de Seguridad y la Confederación de la Producción y del Comercio.

MONTT BALMACEDA, Manuel, Sr., asesor, Confederación del Comercio, miembro suplente del Consejo de Administración de la OIT.

ARTHUR ERRA ZURIZ, Guillermo, Sr., abogado, designado de acuerdo con la Confederación de la Producción y del Comercio.

VALDES SAENZ, Cristóbal, Sr., abogado, designado de acuerdo con la Confederación de la Producción y del Comercio.

Consejero técnico

LUQUE PORTILLA, Félix, Sr., designado de acuerdo con la Confederación Gremial Nacional Unida de la Mediana y Pequeña Industria, Servicio y Artesanado de Chile (CONUPIA).

Delegado de los trabajadores

BUSTOS HUERTA, Manuel, Sr., designado de acuerdo con la Central Unitaria de Trabajadores (CUT); miembro adjunto del Consejo de Administración de la OIT.

Consejeros técnicos y delegados suplentes

CORTES MUÑOZ, Guillermo, Sr., designado de acuerdo con la Confederación Nacional de Panificadores (CONAPAN), y la CUT.

REQUENA MARTINEZ, Raúl, Sr., designado de acuerdo con la Confederación de Trabajadores Bancarios, y la CUT.

MELLADO ESPINOZA, Juan Enrique, Sr., designado de acuerdo con la Confederación Nacional Campesina (CNC), y la CUT.

FUENTEALBA REYES, Luis, Sr., designado de acuerdo con la Confederación Nacional de Trabajadores de la Construcción, Madera y Materiales de Edificación, y la CUT.

Consejeros técnicos

BUNNEY TUNACCA, Luis, Sr., designado de acuerdo con el Colegio de Profesores de Chile A.G., y la CUT.

MIHOVILOVIC ETEROVIC, Milenko, Sr., designado de acuerdo con la Asociación Nacional de Empleados Fiscales (ANEF), y la CUT.

GONZALEZ CHAVARRIA, Joel Jonás, Sr., designado de acuerdo con la Federación de Trabajadores de Cajas de Compensación y Asignación Familiar y la CUT.

SOTO ROA, Miguel, Sr., designado de acuerdo con la Confederación de Trabajadores Metalúrgicos (CONSTRAMET) y la CUT.

CHINE CHINA CHINA

MINISTER ATTENDING THE CONFERENCE

LI, Boyong, Mr., Minister of Labour.

Government delegates

ZHU, Jiazhen, Mr., Vice-Minister of Labour; Government Representative, Governing Body of the ILO.

JIN, Yongjian, Mr., Ambassador; Permanent Representative, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

ZHANG, Youyun, Mrs., Director, Foreign Affairs Department, Ministry of Labour; Substitute Government Representative, Governing Body of the ILO.

ZHANG, Wei, Mr., Counsellor for Labour, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers

HAN, Liangcheng, Mr., Director, Social Insurance and Welfare Department, Ministry of Labour.

LIN, Maizhu, Mr., Branch Chief, Foreign Affairs Department, Ministry of Labour.

XIN, Shunkang, Mr., First Secretary, Department of International Organizations and Conferences, Ministry of Foreign Affairs.

MAO, Jian, Mr., Branch Chief, Department of Labour Force and Employment Administration.

WU, Gang, Mr., Official, Department of External Affairs, Ministry of Finance.

ZHANG, Guoging, Mr., Branch Chief, Foreign Affairs Department, Ministry of Labour.

ZHANG, Gengchen, Mr., Deputy Branch Chief, Institute of International Labour Studies.

LU, Haiyan, Mr., Deputy Branch Chief, Bureau of Occupational Safety and Health, Ministry of Labour.

WANG, Jiyuan, Mr., First Secretary, Permanent Mission, Geneva.

WANG, Jincheng, Mr., Branch Chief, Ministry of Labour.

ZHU, Zhenguo, Mr., Third Secretary, Permanent Mission, Geneva.

CUI, Wei, Mr., Official, Foreign Affairs Department, Ministry of Labour.

YANG, Xiaochuang, Mr., Official, Foreign Affairs Department, Ministry of Labour.

Employers' delegate

PAN, Chenglie, Mr., Deputy Director-General, China Enterprise Directors Association (CEDA).

Adviser and substitute delegate

SONG, Jianhua, Mrs., Deputy Director, International Labour Department, CEDA.

Advisers

QIN, Jieming, Mr., Project Official, CEDA.

HUO, Xinyi, Mr., Deputy Branch Chief, CEDA.

Workers' delegate

WANG, Houde, Mr., Vice-Chairman, All-China Federation of Trade Unions (ACFTU).

Adviser and substitute delegate

HUANG, Rujie, Mr., Deputy Director, International Department, ACFTU.

Advisers

FU, Xushan, Mr., Deputy Director, International Department, ACFTU.

LIU, Naili, Mrs., Branch Chief, International Department, ACFTU.

LIU, Jiyong, Mr., Deputy Chief, International Department, ACFTU.

WANG, Liming, Mr., Deputy Chief, International Department, ACFTU.

CHYPRE CYPRUS CHIPRE

MINISTER ATTENDING THE CONFERENCE

MOUSHOUTTAS, Andreas, Mr., Minister of Labour and Social Insurance.

Government delegates

ANASTASSIADES, George, Mr., Permanent Secretary, Ministry of Labour and Social Insurance.

MAKRIS, Nicos, Mr., Ambassador; Permanent Representative, Geneva.

Adviser and substitute delegate

SAMUEL, Lenia, Mrs., Principal Insurance Officer, Department of Social Insurance, Ministry of Labour and Social Insurance.

Advisers

PELECANOS, Dimitrios, Mr., Director, Department of Social Insurance.

ZODIATIS, George, Mr., Secretary, Permanent Mission, Geneva.

SIDERAS, George, Mr., Industrial Hygienist, Department of Labour, Ministry of Labour and Social Insurance.

Employers' delegate

PILICOS, Michael, Mr., Head, Industrial Relations and Labour Legislation Department, Cyprus Employers' and Industrialists' Federation (CEIF).

Advisers

ANTONIOU, Michael, Mr., Industrial Relations Officer, CEIF.

KYTHREOTIS, Christos, Mr., Secretary-Director, Cyprus Bankers' Employers' Association.

MICHAEL, Emilios, Mr., Industrial Relations Officer, Cyprus Chamber of Commerce and Industry.

SPYRIDAKIS, Spyros, Mr., Personnel Manager, Electricity Authority.

Workers' delegate

ANTONIOU, Avraam, Mr., General Secretary, Pancyprian Federation of Labour (PEO).

Advisers and substitute delegates

CHRISTOFI, Yiannakis, Mr., General Secretary, Cyprus Hotel and Catering Establishments Employees' Trade Union, PEO.

IOANNOU, Michalakis, Mr., General Secretary, Cyprus Workers' Confederation (SEK); Substitute Member, Governing Body of the ILO.

Advisers

KITTENIS, Dimitris, Mr., Deputy General Secretary, SEK.

PRENTZAS, Renos, Mr., General Secretary, Democratic Labour Federation of Cyprus (DEOK).

DIOMIDOUS, Diomidis, Mr., District Secretary Larnaca/Famagusta, Democratic Labour Federation of Cyprus (DEOK).

TAPA, Maria, Miss, Secretary of Women's Affairs Department, SEK.

COLOMBIE COLOMBIA COLOMBIA

Delegados gubernamentales

REYES DE LEON, Cecilia, Sra., Viceministra de Trabajo y Seguridad Social.

MESTRE SARMIENTO, Eduardo, Sr., Embajador; Representante Permanente en Ginebra.

Consejeros técnicos y delegados suplentes

PALACIO PALACIO, Jorge Iván, Sr., presidente de la Sala Laboral de la Corte Suprema de Justicia.

ZUÑIGA VALVERDE, Ramón, Sr., vicepresidente de la Sala Laboral de la Corte Suprema de Justicia.

ISAZA RODRIGUEZ, Carlos Humberto, Sr., jefe del Departamento Administrativo de la Función Pública.

BARRETO RUIZ, Joaquín, Sr., miembro de la Sección Segunda del Consejo de Estado.

Consejeros técnicos

OROZCO DE GUERRERO, Crucelena, Sra., jefe de la Oficina de Asuntos Internacionales del Ministerio de Trabajo.

CARRILLO ROJAS, Jorge, Sr., Ex-Ministro de Trabajo y Seguridad Social; Asesor de la Consejería de Paz de la Presidencia de la República.

GALVIS, Ligia, Sra., consejero de la Misión Permanente en Ginebra.

SALAZAR, Renato, Sr., primer secretario de la Misión Permanente en Ginebra.

Delegado de los empleadores

ANGEL ARANGO, Carlos Arturo, Sr., presidente de la Asociación Nacional de Industriales (ANDI).

Consejeros técnicos y delegados suplentes

PRETELT DE LA VEGA, Sabas, Sr., presidente de la Federación Nacional de Comerciantes (FENALCO).

DE JARANO DASA, Diego Mauricio, Sr., secretario general de la Federación Nacional de Comerciantes.

ALVAREZ PEREIRA, Carlos, Sr., miembro del Comité de Laboralistas de la ANDI.

LOPEZ GUERRA, Guillermo, Sr., miembro del Comité de Laboralistas de la ANDI.

URIBE, Víctor Manuel, Sr., miembro del Comité de Laboralistas de la ANDI.

Consejeros técnicos

BECERRA TORO, Rodrigo, Sr., vicepresidente jurídico del Ingenio Central Castilla.

FAJARDO LIEVANO, Ernesto, Sr., presidente de la Asociación Colombiana de Relaciones Industriales y Personal (ACRIP).

MONSALVE CUELLAR, Martha, Sra., miembro de la junta directiva de la ACRIP.

Delegado de los trabajadores

OBREGON SABOGAL, Orlando, Sr., presidente de la Central Unitaria de Trabajadores (CUT).

Consejeros técnicos y delegados suplentes

ALVIS FERNANDEZ, Apécides, Sr., presidente de la Confederación de Trabajadores de Colombia (CTC).

GARZON, Luis Eduardo, Sr., secretario general de la CUT.

Consejero técnico

GOMEZ ESGUERRA, Julio Roberto, Sr., secretario general, Confederación General de Trabajadores Democráticos de Colombia (CGTD).

COMORES COMOROS COMORAS

MINISTER ATTENDING THE CONFERENCE

CHAHARANE SAID ALI, Mr.

Government delegate

BOURHANE MOUNIRA, Mrs.

Employers' delegate

DRANSI FIROZALI, Mr., OPACO.

Workers' delegate

IBOUROI, Ali Tabibou, Mr.

CONGO

Délégués gouvernementaux

NGANGA-TSILA, Célestin, M., conseiller à la sécurité sociale.

MALONGA, Cyriaque, M., directeur de la réglementation à la Direction générale du travail.

Conseiller technique et délégué suppléant

DIBA, William Désiré, M., directeur général de la CNSS.

Délégué des employeurs

GIRARD, Michel, M., secrétaire général de l'Union patronale et interprofessionnelle du Congo (UNICONGO).

Délégué des travailleurs

OSSOMBI, Michel, M., secrétaire permanent chargé des relations extérieures à la Confédération syndicale congolaise.

RÉPUBLIQUE DE CORÉE
REPUBLIC OF KOREA
REPÚBLICA DE COREA

MINISTER ATTENDING THE CONFERENCE

RHEE, In-Je, Mr., Minister of Labour.

Accompanied by KWON, Hyenk Tae, Mr., Secretary to the Minister, Ministry of Labour.

Government delegates

HO, Seung, Mr., Ambassador; Permanent Representative, Geneva.

CHOI, Seung Boo, Mr., Assistant Minister for Industrial Relations, Ministry of Labour.

Advisers and substitute delegates

MOON, Bong Joo, Mr., Counsellor, Permanent Mission, Geneva.

PARK, Chung-Kyu, Mr., Labour Attaché, Permanent Mission, Geneva.

LEE, Soon Chun, Mr., Director, International Organizations Division, Ministry of Foreign Affairs.

LEE, Hak-Hee, Mr., Director, International Cooperation Division, Ministry of Labour.

Advisers

WI, Sung Rac, Mr., First Secretary, Permanent Mission, Geneva.

CHO, Hyun Dong, Mr., Second Secretary, Permanent Mission, Geneva.

KEUM, Chang Rok, Mr., Deputy Director, International Organizations Division, Ministry of Foreign Affairs.

LEE, Soo Young, Mr., Deputy Director, International Cooperation Division, Ministry of Labour.

YI, Shin Jae, Mr., Deputy Director, Industrial Safety Division, Ministry of Labour.

PARK, Young-Bum, Mr., Research Fellow, Korea Labour Institute.

LEE, Jeong Taik, Mr., Fellow, Korea Labour Education Institute.

PARK, Yong Woong, Mr., Director, Ministry of Labour.

Employers' delegate

WHANG, Jung Hyun, Mr., Executive Deputy Chairman, Korea Employers' Federation (KEF).

Advisers and substitute delegates

KIM, Young Vae, Mr., Executive Director, KEF.

LEE, Bo-Sam, Mr., Manager, Research Department, KEF.

Advisers

OH, Moon Wan, Mr., Manager, Research Department, KEF.

KWON, Sam-Yoon, Mr., Director, International Affairs Department, KEF.

LEE, Kang-Seong, Mr., Research Fellow, KEF.

Workers' delegate

PARK, Chong Kun, Mr., President, Federation of Korean Trade Unions (FKTU).

Adviser and substitute delegate

KIM, Bong Suk, Mr., Director, Department of International Affairs, FKTU.

Advisers

WON, Chung-Yun, Mr., Deputy-Head, Policy Planning Board, FKTU.

KIM, Sung Jin, Mr., Director, Department of International Affairs, FKTU.

LEE, Kwang Nam, Mr., Chairman, Federation of Korean Taxi Transport Workers' Unions.

KANG, Chang Soo, Mr., Vice-Chairman, Federation of Korean Texile Workers' Unions.

CHANG, Sang Rock, Mr., Vice-Chairman, Korean Federation of Bank and Financial Workers' Unions.

COSTA RICA

MINISTRO ASISTENTE A LA CONFERENCIA

MONGE RODRIGUEZ, Carlos, Sr., Ministro de Trabajo y Seguridad Social.

Delegados gubernamentales

ODIO BENITO, Elizabeth, Sra., Embajadora, Representante Permanente en Ginebra.

RHENAN SEGURA, Jorge, Sr., Embajador, Representante Permanente Adjunto en Ginebra; representante gubernamental del Consejo de Administración de la OIT.

Consejeros técnicos y delegados suplentes

RODRIGUEZ ALPIZAR, Javier, Sr., Ministro Consejero, Misión Permanente en Ginebra; representante gubernamental suplente del Consejo de Administración de la OIT.

RODRIGUEZ HERNANDEZ, Gloriana, Srta., primer secretario, Misión Permanente en Ginebra.

JIMENEZ VEIGA, Danilo, Sr., consejero.

Delegado de los empleadores

MONTERO CHAVARRIA, José Arturo, Sr., Unión de Cámaras y Asociaciones de la Empresa Privada.

Consejero técnico

ECHEVERRIA, Carlos, Sr., Asesor.

Delegado de los trabajadores

HERRERA TORRES, Alsimiro, Sr., Central de Trabajadores Costarricenses.

Consejero técnico

ROJAS VILCHEZ, Mario, Sr., Confederación de Trabajadores Rerum Novarum.

COTE D'IVOIRE

MINISTRE ASSISTANT À LA CONFÉRENCE

KOUAME, Patrice, M., ministre de l'Emploi et de la Fonction Publique.

Accompagné de KOUAME, Koffi, M., ambassadeur; représentant permanent à Genève.

Délégués gouvernementaux

KREMAN, Konan Jean, M., directeur de l'emploi et de la réglementation du travail.

MLINGUI KEFFA, Emile, M., premier conseiller, mission permanente à Genève.

Conseiller technique et délégué suppléant

N'TAKPE, N'Cho, M., conseiller, mission permanente à Genève.

Délégué des employeurs

AKA ANGHUI, Joseph, M., président de l'Union patronale de Côte d'Ivoire, UPACI.

Délégué des travailleurs

ADIKO, Niamkey, M., secrétaire général, Union générale des travailleurs, UGTCI.

Conseillers techniques

TRAORE, Sidiki, M., deuxième secrétaire général adjoint.

ZADI, Sessegnon, M., membre, comité exécutif, UGTCI, chargé de l'éducation et de la formation.

N'DHATZ, Thérèse, M^{me}, secrétaire général adjoint.

CROATIE CROATIA CROACIA

MINISTER ATTENDING THE CONFERENCE

JURAS, Josip, Mr., Minister of Labour and Social Welfare.

Government delegates

POTOCNJAK, Zeljko, Mr., Ministry of Labour and Social Welfare.

BABIC, Vera, Mrs., Ministry of Labour and Social Welfare.

Advisers and substitute delegates

SIMONOVIC, Dubravka, Mrs., Ma. Government.

MUSULIN, Marina, Mrs., Ministry of Labour and Social Welfare.

ZUZUL, Miomir, Mr., Permanent Representative, Geneva.

MADEY, Neven, Mr., Minister Counsellor; Deputy Permanent Representative, Geneva.

THUER, Tonislav, Mr., Attaché, Permanent Mission, Geneva.

Employers' delegate

SUSAC, Marko, Mr., Croatian Chamber of Commerce.

Adviser and substitute delegate

SUNARA, Krsto, Mr., Croatian Chamber of Commerce.

Workers' delegate

BRAZZODURO, Predrag, Mr., Trade Unions' Federation.

Adviser and substitute delegate

LISICAR, Danica, Mrs., Confederation of Independent Trade Unions.

CUBA

Delegados gubernamentales

LINARES CALVO, Francisco, Sr., Ministro Presidente del Comité Estatal del Trabajo y Seguridad Social (CETSS).

LEYVA CRAIB, Albio, Sr., director de Relaciones Internacionales del CETSS.

Consejeros técnicos y delegados suplentes

LAGO SILVA, Jorge, Sr., primer secretario, Misión Permanente en Ginebra.

AROSTEGUI MEDEROS, Natacha, Sra., especialista, Dirección Asuntos Multilaterales, MINREX.

HERNANDEZ OLIVA, Gretel, Sra., especialista principal, CETSS.

Delegado de los empleadores

DE LOS REYES, Osmal Francis, Sr., asesor de la Cámara de Comercio.

Delegado de los trabajadores

BERNAL CAMERO, Joaquín, Sr., secretario nacional, Central de Trabajadores de Cuba (CTC).

Consejeros técnicos y delegados suplentes

ROSS LEAL, Pedro, Sr., secretario general, CTC.

QUINTANA GARCIA, Lázaro, Sr., jefe del Departamento de Relaciones Internacionales de la CTC.

MONTERO BISTILLEUR, Manuel, Sr., funcionario de Relaciones Internacionales, CTC.

DANEMARK DENMARK DINAMARCA

MINISTER ATTENDING THE CONFERENCE

ANDERSEN, Jytte, Ms., Minister of Labour.

Accompanied by HASSENKAM, Henrik, Mr., Permanent Secretary, Ministry of Labour.

KAYSER, Katja, Ms., Personal Assistant to the Minister of Labour.

Government delegates

ADLER, Lone, Ms., Special Adviser to the Minister of Labour on International Affairs; Government Representative, Governing Body of the ILO.

JORGENSEN, Peter, Mr., Counsellor (Labour Affairs), Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

Adviser and substitute delegate

LARSEN, Jakob Esper, Mr., Ambassador; Permanent Representative, Geneva.

Advisers

HAGEN, Hans, Mr., Head of Division, Ministry of Labour.

JENSEN, Helle Ekmann, Ms., Head of Section, Ministry of Labour.

FRIJS-MADSEN, Ole, Mr., Counsellor, Permanent Mission, Geneva.

PESCHARDT, Vibeke, Ms., Head of Section, Ministry of Labour.

WEBER, Bo, Mr., Counsellor, Permanent Mission, Geneva.

WORSOE, Lars-Henrik, Mr., Head of Section, Ministry of Foreign Affairs.

OTHER PERSONS ATTENDING THE CONFERENCE

JORENGSEN, Jens, Mr., Member of the Folketing (Parliament).

MOLLER, Lone, Ms., Member of the Folketing (Parliament).

Employers' delegate

RONNEST, Jorgen, Mr., Director, Danish Employers' Confederation.

Adviser and substitute delegate

VINTHER, Berit, Ms., Head of Section, Danish Employers' Confederation.

Advisers

BURMOLLE, Keld, Mr., Head of Division, Danish Employers' Confederation.

JEPSEN, Torben, Mr., Head of Division, Danish Employers' Confederation.

Workers' delegate

AERENLUND, Nina, Mrs., Secretary, Danish Federation of Trade Unions.

Adviser and substitute delegate

LEMKE, Georg, Mr., Consultant, Danish Federation of Trade Unions.

Advisers

BO, Per, Mr., Consultant, Danish Federation of Trade Unions.

HEEGAARD, Ole D., Mr., Consultant, Danish Federation of Trade Unions.

KARGAARD, Soren, Mr., Secretary, Federation of Danish Public Servants and Salaried Employees' Organizations.

KJAER, Britta, Mrs., Interpreter, Danish Federation of Trade Unions.

MIKKELSEN, Jette Gram, Ms., Secretary, Danish Federation of Trade Unions.

RÉPUBLIQUE DOMINICAINE
DOMINICAN REPUBLIC
REPÚBLICA DOMINICANA

Delegados gubernamentales

ALBURQUERQUE, Rafael, Sr., Secretario de Estado de Trabajo.

BONETTI HERRERA, Angelina, Sra., Misión permanente, Ginebra.

Consejeros técnicos

LORA, Miguel Angel, Sr., gerente de relaciones industriales del Consejo Estatal del Azúcar (CEA).

ACOSTA, Pablo A., Sr.

ZAPATA, José Francisco, Sr., asistente del Secretario de Estado de Trabajo.

Delegado de los empleadores

DE CASTRO, Heriberto, Sr.

Consejeros técnicos

CASTILLO, Francisco J., Sr.

HERRERA ROA, Fabio, Sr., asesor económico del Consejo Nacional de Hombres de Empresas.

SOSA PICHARDO, Manuel R., Sr.

PEREZ MONTAS, Herando, Sr.

ALEMANY, Nassim J., Sr.

Delegado de los trabajadores

DEL RIO DOÑE, Gabriel A., Sr.

Consejeros técnicos

ABREU, Rafael, Sr., secretario general de la Central General de Trabajadores.

NEGRON, Mariano, Sr.

PEREZ CEPEDA, Eugenio, Sr.

GUANTE, Fernando, Sr., diputado del Congreso Nacional y secretario general de la Unión General de Trabajadores Dominicanos.

ÉGYPTE EGYPT EGIPTO

MINISTER ATTENDING THE CONFERENCE

ABDEL-HAK, Asem, Mr., Minister of Manpower and Training.

Government delegates

ZAHRAN, Mounir, Mr., Ambassador; Permanent Representative, Geneva.

EL-ASSAR, Abdul El-Qadar, Mr., Under-Secretary of State, Ministry of Manpower and Training.

Advisers and substitute delegates

SHAHIN, Magda, Mrs., Minister Plenipotentiary, Permanent Mission, Geneva.

SHAHIN, Hassan, Mr., Counsellor, Permanent Mission, Geneva.

EL TAHIRI, El Sayed Badawi, Mr., Chief Editor of the Al-Amal Review.

SHUAER, Hisham, Mr., Second Secretary, Permanent Mission, Geneva.

Advisers

GHEITA, Naguib, Mr., Counsellor for Labour, Permanent Mission, Geneva.

AMINE, Islah, Mrs., Director-General, International Labour Relations Department, Ministry of Manpower and Training.

KHALIFA, Ahmed, Mr., Director-General, Ministry of Manpower and Training.

SALEB, Magdi, Mr., Occupational Health and Safety Department, Ministry of Manpower and Training.

EL-GAZZAR, Nadia, Mrs., International Labour Relations Department, Ministry of Manpower and Training.

EL MOAFI, Ashraf, Mr., Second Secretary, Permanent Mission, Geneva.

KHALIL, Mesham, Mr., Third Secretary, Permanent Mission, Geneva.

DOSS, Doss Adly, Mr., Third Secretary, Permanent Mission, Geneva.

SIRRY, Aly, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

EL-HERRAWI, Mohamed Sherif, Mr., Member of the Board, Federation of Egyptian Industries.

Advisers and substitute delegates

GAZARIN, Adel, Mr., President, Federation of Egyptian Industries; Member, Governing Body of the ILO.

FAHMY, Aly, Mr., Member of the Board, Federation of Egyptian Industries.

SCHOEIB, Adel, Mr., Member of the Board, Federation of Egyptian Industries.

Workers' delegate

MONGI, Mohamed Mostafa, Mr., Vice-President, Egyptian Trade Union Federation.

Advisers and substitute delegates

EL-DRGHAMY, Mohamed Mounir, Mr., Vice-President, Egyptian Trade Union Federation.

MORSI, Mohammed El-Saied, Mr., Secretary-General, Egyptian Trade Union Federation.

YACOUB, Ahmed Mahmoud, Mr., Egyptian Trade Union Federation.

MOUSTAFA, Moustafa Ibrahim, Mr., Secretary for Foreign Relations, Egyptian Trade Union Federation.

HARAK, Ahmed Ibrahim, Mr., Chief Editor, Al-Ommal Newspaper.

Adviser

HASSAN, Hussein M., Mr.

EL SALVADOR

MINISTRO ASISTENTE A LA CONFERENCIA

SIFONTES, Juan, Sr., Ministro.

Delegados gubernamentales

MENDOZA, Carlos Ernesto, Sr., Embajador.

ESCOBAR, Margarita, Sra., asesor gubernamental.

Consejero técnico

ARRIAZA FAGIOLI, Raúl, Sr., asesor gubernamental.

Delegado de los empleadores

LOPEZ GUARDON, Edgardo Humberto, Sr.

Delegado de los trabajadores

SOMOZA PENATE, Anibal, Sr.

ÉMIRATS ARABES UNIS
UNITED ARAB EMIRATES
EMIRATOS ÁRABES UNIDOS

MINISTER ATTENDING THE CONFERENCE

AL-JARWAN, Saif Ali, Mr., Minister of Labour and Social Affairs.

Government delegates

ABDALLA MAHMOOD, Abdul Reda, Mr., Ambassador; Permanent Representative, Geneva.

AL-MEHAIRI, Salem Ali, Mr., Director, Department of International Relations, Ministry of Labour and Social Affairs; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

AL-ABDOULLI, Mohmed Rashid, Mr., Head Labour Safety Division, Ministry of Labour and Social Affairs.

HUSSEIN, Abdel Ridda, Mr., First Secretary, Ministry of Foreign Affairs.

SALEH, Fadhle Ahmed, Mr., Director, Minister's Office.

EL NOUR, Yousif Gaafar Sirag, Mr., Labour Adviser, Ministry of Labour and Social Affairs.

Employers' delegate

MATTAR, Khalifa Khameis, Mr., Member of the Board of Directors, UAE Federation of Chambers of Commerce and Industry.

Workers' delegate

AL-ABDOULLI, Khalfan Gassim, Mr., Vice-Chairman, Board of Directors, UAE Engineering Association.

Adviser and substitute delegate

RASHID, Rashid Mohmed, Mr., Secretary-General of the UAE Sociological Association.

EQUATEUR ECUADOR ECUADOR

MINISTRO ASISTENTE A LA CONFERENCIA

CORRAL BORRERO, Alfredo, Sr., Ministro de Trabajo y Recursos Humanos.

Delegados gubernamentales

PINOARGOTE CEVALLOS, Alfredo, Sr., jefe de la Misión permanente, Ginebra.

PEÑA UGALDE, Genaro, Sr., Subsecretario de Recursos Humanos y Empleo.

Consejeros técnicos y delegados suplentes

PROAÑO MELO, María del Carmen, Sra., jefe de Asuntos Internacionales del Ministerio de Trabajo y Recursos Humanos.

RIOFRIO, Francisco, Sr., miembro, Misión Permanente en Ginebra.

GUERRERO, Mario, Sr., miembro, Misión Permanente en Ginebra.

ANDA, Gustavo, Sr., miembro, Misión Permanente en Ginebra.

Delegado de los empleadores

LEON PAEZ, Ramiro, Sr., Federación Nacional de Cámaras de Industrias.

Consejero técnico y delegado suplente

PEREZ DIAZ, Marco, Sr., Federación Nacional de Cámaras de Construcción.

Delegado de los trabajadores

ROSALES, Narváez Ramiro, Sr., Central Ecuatoriana de Organizaciones Clasistas.

Consejeros técnicos y delegados suplentes

CHAVEZ, José, Sr., Confederación Ecuatoriana de Organizaciones Sindicales Libres.

DUTAN, Erráez Fausto, Sr., Confederación Ecuatoriana de Organizaciones Clasistas Unitarias de Trabajadores.

PONCE, Iturriaga Edgar, Sr., Confederación de Trabajadores.

ERYTHRÉE ERITREA ERITREA

Government delegates

DEGOL, Mohamed Nur Osman, Mr., Acting Minister of Labour.

WOLDEMARIAM, Berekt, Mr., Adviser, Labour Office.

Employers' delegate

MELLES, Haile, Mr.

Workers' delegate

TECLE, Zemede, Mr., Secretary, National Union of Eritrean Workers.

ESPAGNE SPAIN ESPAÑA

MINISTRO ASISTENTE A LA CONFERENCIA

MARTINEZ NOVAL, Luis, Sr., Ministro de Trabajo y Seguridad Social.

Acompañado de GONZALEZ DE LENA, Francisco J., Sr., secretario general técnico.

SAMPEDRO GALLO, Manuel, Sr., director del Gabinete.

GARCIA OSMA, Luis, Sr., director del Gabinete del Subsecretario.

Delegados gubernamentales

MARTIN-VALENZUELA MARZO, Fernando, Sr., Embajador; Representante Permanente en Ginebra.

NAVARRO LOPEZ, Carlos, Sr., Subsecretario de Trabajo y Seguridad Social.

Consejeros técnicos y delegados suplentes

FERNANDO DE SEGOVIA, Luis, Sr., Representante Permanente adjunto de la Misión Permanente en Ginebra.

ALBALATE LAFITA, Joaquín, Sr., consejero laboral de la Misión Permanente en Ginebra.

Consejeros técnicos

RODRIGUEZ VERA, Esteban, Sr., director de asuntos sociolaborales del Gabinete de la Presidencia del Gobierno.

LOSADA FERNANDEZ, Angel, Sr., consejero en la Misión Permanente en Ginebra.

GARCIA CORTAZAR, Carlos, Sr., subdirector adjunto de la Oficina de Relaciones Sociales Internacionales, Ministerio de Trabajo y Seguridad Social.

ANDRADA, Armando, Sr., secretario, Misión Permanente en Ginebra.

JIMENEZ FONTES, Francisco, Sr., jefe adjunto, Inspección Provincial de Trabajo y Seguridad Social de Sevilla.

BESTRATEN BELLOVI, Manuel, Sr., director del Programa de condiciones materiales del trabajo, Instituto Nacional de Seguridad e Higiene en el Trabajo.

RUIZ BOADA, Francisco, Sr., jefe de área de riesgos tecnológicos de la Dirección General de Protección Civil.

NOGUES SANROMA, Carmen, Sra, jefe, Servicio de cooperación social internacional, Oficina de Relaciones Sociales Internacionales.

ARELLANO CATALAN, Juan, Sr., jefe del servicio de empleo y trabajo, Oficina de Relaciones Sociales Internacionales.

ESTIVALIS MOSCARDO, Ana Isabel, Sra., directora-jefe de asuntos laborales, Dirección general de organizaciones y conferencias internacionales, Ministerio de Asuntos Exteriores.

Delegado de los empleadores

FERRER DUFOL, Javier, Sr., vicepresidente de CONFEMETAL.

Consejeros técnicos y delegados suplentes

ADRADOS GAUTIER, Paloma, Sra., Departamento de Relaciones Laborales de la CEOE.

MORENO DUARTE, Ricardo, Sr., secretario general de la Confederación del Metal de Zaragoza.

LACASA ASO, José María, Sr., director del Departamento de Relaciones Internacionales de la CEOE; miembro adjunto del Consejo de Administración de la OIT.

Consejeros técnicos

JIMENEZ AGUILAR, Juan, Sr., secretario general de la CEOE.

SUAREZ GARCIA, Roberto, Sr., secretario general de la Federación de Empresarios de León.

ALISEDA VAZQUEZ, Juan Antonio, Sr., Federación Empresarial de la Industria Química Española (FEIQUE).

BUGALLAL ORTIZ, Pedro, Sr., Departamento de Relaciones Internacionales de la CEOE.

GOMEZ ALBO, Pablo, Sr., director de relaciones laborales, CEIM.

Persona designada de conformidad con el artículo 2, párrafo 3, i), del Reglamento de la Conferencia

MORENO PIÑERO, Fernando, Sr., director de relaciones laborales de la CEOE.

Delegado de los trabajadores

BONMATI PORTILLO, Manuel, Sr., secretario confederal de relaciones internacionales, Unión General de Trabajadores; miembro adjunto, Consejo de Administración de la OIT.

Consejero técnico y delegado suplente

FRADES PERNAS, Jaime, Sr., miembro del Gabinete técnico confederal (UGT).

Consejeros técnicos

NUÑEZ GASCON, Maite, Sra., coordinadora de proyectos, ISCOD-UGT.

CARRERA, José, Sr., Federación de Industrias Afines, Bilbao (UGT).

VARAS GARCIA, Pilar, Sra., abogada del Gabinete jurídico confederal (CC.OO.).

GONZALEZ ZAMORA, Miguel, Sr., adjunto a la secretaría de relaciones internacionales (CC.OO.).

RODRIGO, Fernando, Sr., responsable medio ambiente, País Valenciano.

FERNANDEZ MARTXUKA, Enrique, Sr., de ELA/STV.

GONZALEZ BOAN, Xesús Ramón, Sr., CIG.

ESTONIE ESTONIA ESTONIA

MINISTER ATTENDING THE CONFERENCE

LAURISTIN, Marju, Mrs., Minister of Labour.

Government delegates

NERMANN, Heldur, Mr., Director, National Labour Inspection Board.

ZAHHAROV, Margus, Mr., Director, Labour Market Department.

Employers' delegate

SARRI, Andres, Mr., Chairman of the Board, Confederation of Estonian Industry.

Workers' delegate

KAADU, Tiit, Mr., Labour Protection Secretary, Association of Trade Unions.

Adviser

PAAVO, Raivo, Mr., Chairman, Association of Trade Unions.

ETATS-UNIS UNITED STATES ESTADOS UNIDOS

MINISTER ATTENDING THE CONFERENCE

REICH, Robert B., Mr., Secretary of Labor.

Accompanied by WILLIAMSON, Thomas, Mr., Solicitor-Designate, Department of Labor.

DIMINUCO, Steven L., Mr., Special Assistant to the Secretary, Office of the Secretary of Labor.

KATZ, Lawrence F., Mr., Chief Economist, Office of the Secretary, Department of Labor.

ROSENTHAL, Steve, Mr., Assistant to the Deputy Secretary of Labor, Office of the Secretary, Department of Labor.

Government delegates

OTERO, Joaquin F., Mr., Deputy Under-Secretary for International Affairs, Department of Labor.

FREEMAN, Anthony G., Mr., Special Assistant to the Secretary and Coordinator for International Labor Affairs, Department of State.

Advisers and substitute delegates

PETERSON, David A., Mr., Senior Policy Adviser, Department of Commerce.

RODGERS, Clarke H., Mr., Chargé d'Affaires a.i.; Permanent Mission, Geneva.

Advisers

AROIAN, Lois, Ms., Regional Labor Attaché, Embassy of the United States, Kenya.

BARRET, Joan M., Mrs., Manpower Analyst, Office of International Organizations, Department of Labor.

BOOTH, Richard T., Mr., Labor Attaché, Permanent Mission, Geneva.

DEPENBROCK, John, Mr., Associate Solicitor, Office of the Solicitor, Department of Labor.

DUNKAK, Barbara A., Ms., Assistant Director, Office of International Organizations, Department of Labor.

DUNN, Ramona, Mrs., Political Officer, Permanent Mission, Geneva.

GRAISS, Gamal, Mr., Permanent Mission, Geneva.

KRISHER-CLIVER, Margaret A., Ms., Bureau of International Organization Affairs, Department of State.

McDANIEL, Dean, Mr., Area Director-Dallas, Occupational Safety and Health Administration, Department of Labor.

MISNER, Julia E., Ms., International Relations Officer, Office of International Organizations, Department of Labor.

REED, Gary B., Mr., Director, Office of Program Economics; Office of the Assistant Secretary for Policy, Department of Labor.

SEYMOUR, Thomas, Mr., Deputy Director, Directorate of Safety Standards Programs, Occupational Safety and Health Administration, Department of Labor.

SPRING, H. Charles, Mr., Director, Office of International Organizations, Department of Labor; Government Representative, Governing Body of the ILO.

ZORN, Richard, Mr., Deputy Director for Industrial and Communications Programs, Bureau of International Organizations Affairs, Department of State.

OTHER PERSON ATTENDING THE CONFERENCE

MALKIN, Bruce, Mr., United Nations Labor and Human Rights Adviser, Bureau of East Asian and Pacific Affairs, Department of State.

Employers' delegate

BURGE, James D., Mr., Corporate Vice-President, Motorola Inc.

Advisers and substitute delegates

CORNACCHIO, Kevin J., Mr., Manager, International Labor Affairs, United States Council for International Business.

POTTER, Edward E., Mr., International Labor Counsel, US Council for International Business; Attorney-at-Law, Mc Guiness and Williams.

Advisers

CANNING, Michael, Mr., Manager for Industrial Relations, Coca-Cola Company.

MARANO, Nicholas, Mr., Director Human Resources, MCI International.

MOORHEAD, Thomas B., Mr., Vice-President Human Resources, Carter-Wallace Inc.

SCHALLER, Leon C., Mr., Consultant.

Workers' delegate

GRAY, Charles, Mr., Director, International Affairs Department, AFL-CIO; Member, Governing Body of the ILO.

Adviser and substitute delegate

ZELLHOFER, Jerry, Mr., AFL-CIO European Office.

Advisers

HICKEY Jr., Edward H., Mr., Attorney-at-Law, Molholland and Hickey.

JOYCE, John T., Mr., President, International Union of Bricklayers and Allied Craftsmen.

KIMBERLE, Diane, Ms., Special Representative, United Food and Commercial Workers International Union.

LESCAULT, Michael T., Mr., Regional Director, African-American Labor Center.

LYNCH, Leon, Mr., Vice-President, United Steelworkers of America.

TRUMP, Rosemary, Ms., International Vice-President, Service Employees International Union.

VALENTI, James, Mr., Safety and Health Specialist, United Steelworkers of America.

ETHIOPIE ETHIOPIA ETIOPIA

Government delegates

ZEWDIE MICHAEL, Mulugeta, Mr., Chargé d'Affaires, Permanent Mission, Geneva.

AMIHA, Almaz, Mr., Permanent Mission, Geneva.

FINLANDE FINLAND FINLANDIA

MINISTER ATTENDING THE CONFERENCE

KANERVA, Iikka, Mr., Minister of Labour.

Accompanied by VOIPIO, Iikko, Mr., Special Adviser, Ministry of Labour.

Government delegates

SALMENPERA, Matti, Mr., Director, Working Environment Division, Ministry of Labour.

HURMALAINEN, Miko, Mr., Director, Occupational Safety and Health Division, Ministry of Labour.

Advisers and substitute delegates

KAJANTIE, Matti, Mr., Chief Inspector, Ministry of Labour.

VIRTANEN, Marja-Liisa, Ms., First Secretary, Permanent Mission, Geneva.

Advisers

NORDBERG, Riitta, Ms., Legal Secretary, Labour Council, Ministry of Labour.

HAMALA, Hannu, Mr., Counsellor, Ministry of Foreign Affairs.

VELTHEIM, Risto, Mr., Ambassador; Permanent Representative, Geneva.

OTHER PERSONS ATTENDING THE CONFERENCE

LINDROOS, Reijo, Mr., Member of Parliament.

TAKALA, Irmeli, Mrs., Member of Parliament.

HILTUNEN, Leaa, Mrs., Member of Parliament.

KOMI, Armas, Mr., Member of Parliament.

VANHANEN, Matti, Mr., Member of Parliament.

Employers' delegate

HULTIN, Göran, Mr., Director, Confederation of Finnish Industry and Employers; Deputy Member, Governing Body of the ILO.

Adviser and substitute delegate

HUTTUNEN, Martti, Mr., Senior Adviser, Employers' Confederation of Service Industries.

Advisers

INKEROINEN, Eeva-Liisa, Ms., Legal Adviser, Employers' Confederation of Service Industries.

KUIKKO, Tapio, Mr., Legal Adviser, Confederation of Finnish Industry and Employers.

ALANKO, Risto, Mr., Head of Department, Confederation of Finnish Industry and Employers.

KOSKIMIES, Jaakko, Mr., International Secretary, Confederation of Finnish Industry and Employers.

Workers' delegate

TAPIOLA, Kari, Mr., International Affairs Director, Central Organization of Finnish Trade Unions; Member, Governing Body of the ILO.

Adviser and substitute delegate

RUSANEN, Jorma, Mr., Legal Adviser, Central Organization of Finnish Trade Unions.

Advisers

PUURA, Heli, Ms., Legal Adviser, Central Organization of Finnish Trade Unions.

HEMMER, Mona, Ms., Organization Secretary, Confederation of Unions for Academic Professionals in Finland.

SKIPPARI, Jorma, Mr., Legal Adviser, Confederation of Technical Employee Organizations in Finland.

KORHONEN, Mirjam, Ms., Project Manager, Central Organization of Finnish Trade Unions.

FRANCE FRANCE FRANCIA

MINISTRE ASSISTANT À LA CONFÉRENCE

GIRAUD, Michel, M., ministre du Travail, de l'Emploi et de la Formation professionnelle.

Délégués gouvernementaux

CHOTARD, Yvon, M., président de groupe au Conseil économique et social; représentant gouvernemental au Conseil d'administration du BIT.

RAMOND, Maurice, M., inspecteur général des affaires sociales; représentant gouvernemental suppléant au Conseil d'administration du BIT.

Conseillers techniques et délégués suppléants

BONNEVILLE, Patrick, M., premier conseiller, mission permanente à Genève.

CARTIER, Jean-Louis, M., chargé de Mission pour les questions internationales.

Conseillers techniques

MIYET, Bernard, M., ambassadeur; représentant permanent, mission permanente à Genève.

MANENT, Jacques, M., représentant permanent adjoint, mission permanente à Genève.

METTRA, Nicolas, M., sous-directeur, Direction des Nations Unies et des organisations internationales, ministère des Affaires étrangères.

PONE, Catherine, M^{me}, chargée de mission, Direction des relations du travail, ministère du Travail, de l'Emploi et de la Formation professionnelle.

CLEMENTE, Colette, M^{lle}, ingénieur en chimie, ministère de l'Environnement.

DELAFOSSE, Gérard, M., chargé de mission, Département des relations du travail, de l'emploi et de la formation professionnelle, ministère des départements et territoires d'outre mer.

DINDIN, Geneviève, M^{me}, chargée de mission, Direction du développement, ministère de la Coopération.

VOULAND, Véronique, M^{me}, secrétaire des affaires étrangères, Direction des Nations Unies et des organisations internationales, ministère des Affaires étrangères.

GRAUVOGEL, Stéphane, M., chargé de mission, Direction des relations du travail, ministère du Travail, de l'Emploi et de la Formation professionnelle.

ROUX, Henri, M., chargé de mission à la Division synthèse, délégation à l'emploi, ministère du Travail, de l'Emploi et de la Formation professionnelle.

SANJUAN, Pascal, M., attaché, mission permanente à Genève.

Délégué des employeurs

OECHSLIN, Jean-Jacques, M., délégué du Conseil national du patronat français (CNPF) pour les relations avec l'OIT; vice-président du Conseil d'administration du BIT.

Conseillers techniques

BOUSSAT, Bernard, M., directeur des affaires sociales européennes et internationales du CNPF.

DRAGUE, Olivier, M., de l'Union des industries métallurgiques et minières (UIMM).

VINCENSINI, Pierre, M., chargé de mission aux affaires sociales européennes et internationales du CNPF.

MORIN, Paul-Robert, M., vice-président honoraire de la Confédération générale des petites et moyennes entreprises (CGPME).

ROILLAND, Marie-Paule, M^{me}, Service des affaires internationales de l'UIMM.

SIMONNET, Gérard, M., Service de la prévention des accidents de l'Union des industries chimiques (UIC).

TASSIN, Jacques, M., directeur général honoraire de la Fédération française des sociétés d'assurance (FFSA).

VEYSSET, Jean-François, M., CGPME; vice-président de la Fédération nationale de l'industrie hôtelière.

Délégué des travailleurs

BRIESCH, Roger, M., chargé de mission, Département international CFDT.

Conseiller technique et délégué suppléant

DELHOMENIE, Jean-Pierre, M., secrétaire confédéral CFDT, Département international-Europe.

Conseillers techniques

BERGAMINI, Louis, M., vice-président de la CFTC.

DEUTSCH, Joëlle, M^{lle}, Service international CFE-CGC.

CAILLAT, Rémy, M., secrétaire confédéral CGT-FO.

GONORD, Marie-Thérèse, M^{me}, collaboratrice du Bureau confédéral CGT, responsable du secteur emploi.

PE, Jacques, M., secrétaire confédéral CGT-FO.

TIXIER, Jacques, M., collaborateur du Bureau confédéral CGT, responsable de la commission CGT/OIT.

VERONESE, Alphonse, M., secrétaire de la CGT, responsable des relations internationales.

Personne désignée en conformité avec l'article 2, alinéa 3 i), du Règlement de la Conférence

OLIVE, Alain, M., secrétaire national FEN.

GABON

MINISTRE ASSISTANT À LA CONFÉRENCE

AKENDENGUE, Albert, M., secrétaire d'Etat auprès du ministre du Travail, de l'Emploi, de la Formation professionnelle et des Ressources humaines.

Délégués gouvernementaux

NDONG NANG, Daniel, M., secrétaire général du ministère du Travail.

TCHEN, Eugénie, M^{me}, directeur général du travail, de la main-d'œuvre et de l'emploi.

Conseillers techniques et délégués suppléants

MANVA NKELE, M., premier conseiller, chargé d'affaires a.i., mission permanente à Genève.

MOULOMBA NZIENGUI, M., premier conseiller, mission permanente à Genève.

Conseillers techniques

AKOE MBA, Jean Baptiste, M., directeur des relations internationales.

ESSOLA, Anastasie, M^{me}, chef de service de la coopération.

ZENG MEGNIER, Edouard, M., chef du Service de l'hygiène et de la sécurité du travail.

Délégué des employeurs

ABOGHE OBAME, Jean, M., directeur des ressources humaines à ELF; Confédération patronale gabonaise (CPG).

Conseiller technique

EVOUNA MVONO, Francis, M., secrétaire général, Confédération nationale du patronat.

Délégué des travailleurs

MAYOMBO, Francis-Etienne, M., secrétaire général de la Confédération gabonaise des syndicats libres (CGSL).

Conseillers techniques

NZIENGUI MOUCKETOU, Ferdinand, M., secrétaire général à l'éducation ouvrière et à la formation syndicale, Confédération syndicale gabonaise (COSYGA).

NGOUA MEZUI, Norbert, M., chargé de l'éducation, Fédération des indépendants de l'éducation (FESYNA), CGSL.

LOUEMBET, Jean Benoît, M., secrétaire provincial adjoint, Union syndicale interprofessionnelle de l'Estuaire, CGSL.

NKOGHE, Annie Solange, M^{me}, secrétaire confédérale aux affaires administratives, CGSL.

PETER, Simon, M., conseiller aux affaires économiques, CGSL.

GHANA

MINISTER ATTENDING THE CONFERENCE

BOATENG, D. S., Mr., Minister of Employment and Social Welfare.

Government delegates

AMOO-GOTTFRIED, Kojo, Mr., Ambassador; Permanent Representative, Geneva.

OBENG-FOSU, Patrick, Mr., Chief Labour Officer.

Adviser and substitute delegate

ACQUAH, E. Kojo, Mr., Counsellor, Permanent Mission, Geneva.

Advisers

ABBU BONSRA, Ohene Kwaku, Mr., District Manager, Social Security and National Insurance Trust.

EKAR, F.W. Yao, Mr., Counsellor, Permanent Mission, Geneva.

Employers' delegate

AMONOO, Harry Reginald, Mr., Vice-President, Ghana Employers' Association.

Advisers

YAMSON, Ishmael Evans, Mr., President, Ghana Employers' Association.

MINTA-JACOBS, Thomas, Mr., Acting Executive Director, Ghana Employers' Association.

IDUN-OGDEN, James, Mr., Council Member, Ghana Employers' Association.

ANANG, Rose Karikari, Mrs., Member, Ghana Employers' Association.

ADJIERTEH, E. K., Mr., Member, Ghana Employers' Association.

Workers' delegate

AGYEI, C.A., Mr., Secretary-General, Ghana Trade Union Congress (TUC).

Adviser and substitute delegate

COLE, Charles, Mr., General Secretary, Miners' Union.

Adviser

NUNOO-QUAYE, S., Mr., Head, International Department, TUC.

GRÈCE GREECE GRECIA

MINISTRE ASSISTANT À LA CONFÉRENCE

KALANTZAKOS, Aristidis, M., ministre du Travail.

Accompagné de GHIKAS, Emmanuel, M., ambassadeur, représentant permanent à Genève.

VITALIS, Georges, M., conseiller spécial.

ANALYTIS, Minas, M., membre du Groupe de planification stratégique du ministère du Travail.

Délégués gouvernementaux

ANGELOPOULOS, Nicolaos, M., sous-secrétaire d'Etat au Travail.

BOUCAOURIS, Jean, M., ministre plénipotentiaire; représentant permanent adjoint, mission permanente à Genève.

Conseillers techniques et délégués suppléants

STAKIANAKIS, Stylianos, M., secrétaire général, ministère du Travail.

MAKRI-IOANNIDOU, Efthimia, Mme, secrétaire spéciale au ministère du Travail.

KOUKLIS, Vassilios, M., directeur général, ministère du Travail.

YANTAIS, Dimitris, M., premier conseiller à la mission permanente à Genève.

TSOUKATOS, Panayotis, M., directeur des affaires internationales au ministère du Travail.

Conseillers techniques

KARABINAS, Constantinos, M., président du conseil d'administration du Foyer ouvrier.

MAKRIS, Anastassios, M., attaché aux affaires sociales, Zürich.

KRAPSITIS, Ioannis, M., directeur, ministère du Travail.

MANTZOURANIS, Ioannis, M., directeur, ministère du Travail.

CRITICOU, Ecaterini, Mme, chef de section, ministère du Travail.

CHRYSSANTOU, Endokia, Mme, direction des relations internationales, ministère du Travail.

KATSANI, Maria, Mme, direction des relations internationales, ministère du Travail.

BACOPOULOS, Constantin, M., membre du Groupe de planification stratégique, ministère du Travail.

BAGHE, Evangelia, Mme, chef de section, ministère de la Santé, de la Prévoyance et de la Sécurité sociale.

RIZOU, Anna, Mme, ministère de la Santé, de la Prévoyance et de la Sécurité sociale.

Délégué des employeurs

ANALYTIS, Nicolaos, M., vice-président de la Fédération des industries de Grèce (FIG).

Conseillers techniques et délégués suppléants

HARAKAS, Harilaos, M., conseiller juridique à la FIG.

TSOUMANI-SPENTZA, Eugenia, Mme, avocate à la FIG.

Conseillers techniques

PAPAIOANNOU, Lambros, M., avocat, FIG.

KOUTSIVITOU, Anastasia, Mme, conseiller à la FIG.

SKIADAS, Alexandros, M., conseiller à la FIG.

VAYAS, Antonis, M., conseiller à la FIG.

Délégué des travailleurs

KANELLOPOULOS, Lambros, M., président de la Confédération générale des travailleurs (CGTG).

Conseillers techniques et délégués suppléants

KARABINIS, Christos, M., président adjoint de la CGTG.

DASSIS, Georgios, M., responsable de la CGTG, section de l'Europe occidentale.

DELIGIANNAKIS, Theodoros, M., conseiller juridique, CGTG.

PAPAMICHAIL, Yannis, M., secrétaire adjoint de la CGTG en matières financières.

GOUVERI, Eleftheria, Mme, membre du comité exécutif de la CGTG.

FLAMBOURAS, Costas, M., membre du comité exécutif de la CGTG.

TSIKOYANNOPOULOS, Yannis, M., membre du Conseil d'administration.

KOUMBOURIS, Dimos, M., membre du Conseil d'administration.

Personnes désignées en conformité avec l'article 2, alinéa 3 i), du Règlement de la Conférence

STAMOV, Spyros, M.

PAVLIDAKIS, Georges, M.

HATZISOCRATIS, Dimitris, M., secrétaire aux affaires européennes de la CGTG.

TSITSAS, Vassilis, M.

POLYMEROU, Photis, M.

GUATEMALA

Delegados gubernamentales

PAIZ HERNANDEZ, Sr., Presidente de la Comisión de Trabajo, Congreso de la República.

URRUELA PRADO, Federico, Sr., Embajador, Representante Permanente en Ginebra.

Consejeros técnicos y delegados suplentes

MORALES GAVARRETE, Nery Noel, Sr., asesor de la Dirección de Asuntos Internacionales de Trabajo, Ministerio de Trabajo y Previsión Social.

RODRIGUEZ DE FANKHAUSER, Carolina, Sra., Ministro consejero, Misión Permanente en Ginebra.

CUESTAS, Juan Carlos, Sr., primer secretario, Misión Permanente en Ginebra.

PUTZEYS, Ricardo, Sr., consejero, Misión Permanente en Ginebra.

Delegado de los empleadores

REYES MAYEN, Luis Alberto, Sr.

Consejero técnico y delegado suplente

MENENDEZ CASTEJON, Adolfo, Sr.

Delegado de los trabajadores

PINZON SALAZAR, José Escolástico, Sr.

GUINÉE GUINEA GUINEA

MINISTRE ASSISTANT À LA CONFÉRENCE

FASSOU RENE LOUA, M., ministre de la Réforme administrative, de la Fonction publique et du Travail.

Délégués gouvernementaux

CAMARA, Ibrahima, M., directeur national du travail et des lois sociales.

SIDIBE, Mansa Moussa, M., inspecteur général du travail.

Conseillers techniques et délégués suppléants

KABA, Soulaymane, M., directeur général de l'ONEMO.

FOFANA, Sékou, M., chef de service, CNSS.

Délégué des employeurs

DABO, Abdoulaye, M., secrétaire aux relations extérieures du Conseil du patronat guinéen.

Délégué des travailleurs

KEBE, Mamadou Samba, M., secrétaire général de la CNTG; membre du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

DIALLO, Saïkou Yaya, M., secrétaire général adjoint de la CNTG.

GUINÉE-BISSAU GUINEA-BISSAU

Délégués gouvernementaux

BACAI SANHA, Malam, M., ministre de la Réforme administrative, de la Fonction publique et du Travail.

MUSSE BALDE, Carlos, M., directeur général de l'Administration et des Finances, ministère de la Réforme administrative, de la Fonction publique et du Travail.

Conseiller technique

SIMAO MENDES, Antonio de Jesus, M., conseiller du ministre.

Délégué des employeurs

DOMINGOS GOMES, Carlos, M., président, Assemblée générale des chambres de commerce, industrie et agriculture.

Délégué des travailleurs

DA FONSECA, Albino, M., secrétaire général, Union nationale des travailleurs (UNTG).

Conseillers techniques

FONSECA, Fernando, M.

LIMA DA COSTA, Desejado, M.

GUINÉE ÉQUATORIALE EQUATORIAL GUINEA GUINEA ECUATORIAL

Delegados gubernamentales

CAYETANO TOHERIDA, Ernesto María, Sr., Ministro de Trabajo y Promoción Social.

NGUEMA MABA, Paulino, Sr., director general de Trabajo, Empleo y Formación Ocupacional, Ministerio de Trabajo y Promoción Social.

GUYANA

MINISTER ATTENDING THE CONFERENCE

JEFFREY, Henry, Mr., Minister of Labour.

Government delegate

AKEEL, Mohamed, Mr.

Employers' delegate

YANKANA, David, Mr., Executive Director, Consultative Association of Guyanese Industries; Deputy Member, Governing Body of the ILO.

Workers' delegate

DUNCAN, Carvil, Mr.

HAÏTI HAITI

MINISTRE ASSISTANT À LA CONFÉRENCE

CELESTIN SAUREL, Myrto, M^me^, ministre des Affaires sociales.

Accompagné de AUGUSTE, Karl, M., ministre de la Justice.

Délégués gouvernementaux

ANTONIO, Joseph Philippe, M., chargé d'affaires a.i., mission permanente à Genève.

HILAIRE, Jeannot, M.

Conseiller technique et délégué suppléant

GASPARD, Pritzner, M.

Délégué des travailleurs

LEBRUN, Jean-Claude, M., CTH.

Conseillers techniques et délégués suppléants

SAINT-VIL, Arnold, M., FOS.

GESNER, Jean-Philippe, M., OGITH.

CASTENE, Jean-Marie, M., KOTA.

HONDURAS

MINISTRO ASISTENTE A LA CONFERENCIA

TORRES LOPEZ, Carlos, Sr., Ministro de Trabajo y Previsión Social.

Delegados gubernamentales

FORTIN MIDENCE, Mario Alberto, Sr., Embajador, Misión Permanente en Ginebra.

URTECHO, Armando, Sr., inspector general del trabajo, Ministerio del Trabajo y Previsión Social.

Consejeros técnicos y delegados suplentes

CARIAS ZAPATA, María Guadalupe, Sra., Ministro consejero, Embajada en Ginebra; representante gubernamental del Consejo de Administración de la OIT.

TURCIOS DIAZ, Marlen, Srta., primer secretario, Embajada en Ginebra.

MORALES, Alvaro, Sr., agregado, Embajada en Ginebra.

ESCALANTE, Oscar, Sr., consejero.

Delegado de los empleadores

CERNA GARCIA, Omar, Sr., miembro del Consejo Hondureño de la Empresa Privada (COHEP).

Delegado de los trabajadores

ESPINAL, Adalberto, Sr., miembro de la Confederación de Trabajadores de Honduras (CTH).

HONGRIE HUNGARY HUNGRÍA

MINISTER ATTENDING THE CONFERENCE

KISS, Gyula, Mr., Minister of Labour.

Government delegates

BOYTHA, Gyorgy, Mr., Ambassador; Permanent Representative, Geneva.

KLEKNER, Péter, Mr., Director-General, Ministry of Labour.

Advisers and substitute delegates

SZABO, József, Mr., Counsellor, Permanent Mission, Geneva.

PAL, Lajos, Mr., Director-General, Ministry of Labour.

NAGY, Adrienne, Ms., Head of Section, Ministry of Labour.

ROMAN, Krisztina, Ms., Senior Official, Ministry of Labour.

BEKES, András, Mr., Deputy Director-General, Labour Inspectorate.

BUZAS, Katalin, Ms., Second Secretary, Ministry of Foreign Affairs.

MARTINUSZ, Zoltán, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

NAGY, Akos, Mr., Counsellor, National Association of Industrialists.

Advisers and substitute delegates

SZIRMAI, Péter, Mr., Vice-President, National Association of Entrepreneurs.

BARATH, Etele, Mr., President, National Association of Employers.

MESZAROS, Péter, Mr., Managing Director, Chamber of Agriculture.

VOROS, Tibor, Mr., Secretary, National Council for Reconciliation of Interests.

Workers' delegate

ORY, Csaba, Mr., President, Democratic League of Independent Trade Unions.

Advisers and substitute delegates

GYORGY, Károly, Mr., Head of Section, National Confederation of Trade Unions.

GERGELY, Pál, Mr., Senior Expert, National Federation of Autonomous Trade Unions.

CZUGLER IVANYI, Judit, Ms., Expert, National Federation of Workers' Councils.

FUKOH, Levente, Mr., Expert, Trade Unions Cooperation Forum.

VARGA, Mariann, Ms., Expert, Democratic League of Independent Trade Unions.

TOTH, Attila, Mr., Member of Presidency, Trade Union Group of Intellectuals.

INDE INDIA INDIA

MINISTERS ATTENDING THE CONFERENCE

SANGMA, P.A., Mr., Minister of State for Labour.

HOODA, K.M., Mr., Labour Minister, State Government of Haryana.

Government delegates

GOPALAN, S., Mr., Labour Secretary.

CHANDRA, Satish, Mr., Ambassador; Permanent Representative, Geneva.

Adviser and substitute delegate

ZUALA, Lalfak, Mr., Joint Secretary, Ministry of Labour; Government Representative, Governing Body of the ILO.

Advisers

JAIN, Shashi, Mr., Joint Secretary, Ministry of Labour.

TRIPATHI, S.K., Mr., Counsellor, Permanent Mission, Geneva.

TIRUMURTI, T.S., Mr., First Secretary, Permanent Mission, Geneva.

RISBUD, Arvind G., Mr., Deputy Secretary, Ministry of Labour.

PATNAIK, Dinesh, Mr., Third Secretary, Permanent Mission, Geneva.

NATH, Surendra, Mr., Chief Labour Commissioner (Central), Ministry of Labour.

Employers' delegate

ANAND, I.P., Mr., Shirathene Corporate Centre.

Adviser and substitute delegate

GARG, M.K., Mr., Adviser, All-India Organization of Employers.

Advisers

HAKEEM, M.A., Mr., Secretary-General, Standing Conference of Public Enterprises.

NANDA, S.K., Mr., Secretary-General, Employers' Federation.

KRISHNA, C.M., Mr., Director (Personnel), Hindustan Aeronautics Ltd.

KALANTRI, V.G., Mr., President, All-India Manufacturers' Organization.

Workers' delegate

NAIK, Hari Bhau, Mr., Treasurer, Indian National Trade Union Congress.

Advisers

THAKAR, Ram Lal, Mr., Secretary, Indian National Trade Union Congress.

GORE, Mukund Sadashiv, Mr., National Secretary, Bhartiya Mazdoor Sangh.

VENUGOPAL, R., Mr., National Organizing Secretary, Bharatiya Mazdoor Sangh.

TIAGI, Veereshwar, Mr., Secretary, Hind Mazdoor Sabha.

GUPTE, Vasant, Mr., Secretary, Hind Mazdoor Sabha.

INDONÉSIE INDONESIA INDONESIA

MINISTER ATTENDING THE CONFERENCE

LATIEF, Abdul, Mr., Minister of Manpower.

Government delegates

SIMANDJUNTAK, Payaman, Mr., Director-General, Industrial Relations and Labour Standards, Department of Manpower; Government Representative, Governing Body of the ILO.

SARDADI, Baroto, Mr., Secretary General, Department of Manpower.

Advisers and substitute delegates

BROTODININGRAT, Soemadi D.M., Mr., Ambassador; Permanent Representative, Geneva.

SILALAHI, Adian, Mr., Ambassador; Deputy Permanent Representative, Geneva.

Advisers

SUDARSONO, Mr., Senior Official, Ministry of State for Women's Affairs.

SUMA'MUR, Mr., President Director, Employees Social Insurance PT.ASTEK.

SUWARTO, Mr., Secretary, Directorate General of Industrial Relations and Labour Standards, Department of Manpower.

BASANI SITUMORANG, Mrs., Head of Legal Affairs and International Cooperation, Department of Manpower; Substitute Government Representative, Governing Body of the ILO.

KURDI, Mulyadi, Mr., Senior Adviser to the Minister of Manpower; Substitute Government Representative, Governing Body of the ILO.

WIDODO, Makmur, Mr., Counsellor, Permanent Mission, Geneva.

SAHAB, Syukri, Mr., Head, Sub-directorate of Occupational Health and Safety, Directorate General of Industrial Relations and Labour Standards, Department of Manpower.

ABBAS, Musma Musa, Ms., First Secretary, Permanent Mission, Geneva.

PRATOMO, Eddy, Mr., Official, Department of Foreign Affairs.

JAYA, Heri Indra, Mr., Third Secretary, Permanent Mission, Geneva.

ADAMHAR, Ferry, Mr., Third Secretary, Permanent Mission, Geneva.

HANARTANI, Myra Maria, Ms., Head of Division, Foreign Cooperation and Jurisdiction, Directorate General of Industrial Relations and Labour Standards, Department of Manpower.

SURI SOERJOATMODJO, Ratna Wulan, Ms., Official, Department of Manpower.

LUDFI, Yuniar, Mr., Official, Department of Manpower.

Person appointed in accordance with Article 2, paragraph 3(i), of the Standing Orders of the Conference

DESRA PERCAYA, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

BOEDJOSASTRO, Soeprapto, Mr., Chairman, Employers' Association of Indonesia (EAI).

Advisers

SUKARTIN, Subingar, Mr., Board Member, EAI.

THAMRIN, Reinaldo, Mr., Board Member, EAI.

SJAMBUDI, Mr., Board Member, EAI.

IRAWAN, Wawan, Mr., Board Member, EAI.

SARDJONO, Bambang, Mr., Board Member, EAI.

SUMARNI, Nany, Mrs., Board Member, EAI.

PAMUDJI, H. Soegijanto, Mr., Board Member, EAI.

RACHMAN, Hasanuddin, Mr., Board Member, EAI.

Person appointed in accordance with Article 2, paragraph 3(i), of the Standing Orders of the Conference

RAMANTIKA, H., Mr., Board Member, EAI.

Workers' delegate

ACHMAD, Marzuki, Mr., Board Member, All-Indonesia Workers' Union (SPSI).

Advisers

SOEDARWA, Iman, Mr., President, SPSI.

RACHMAN, Adolf, Mr., Board Member, SPSI.

BAGINDO, Datuk, Mr., Board Member, SPSI.

SUMADJI, Arief, Mr., Board Member, SPSI.

PASARIBU, Bomer, Mr., Board Member, SPSI.

NADLAR, Azwar, Mr., Board Member, SPSI.

ANGELA, Stella Maria, Ms., Board Member, SPSI.

ALLER, Rajagukguk, Mr., Board Member, SPSI.

Persons appointed in accordance with Article 2, paragraph 3(i), of the Standing Orders of the Conference

RAIS, M., Mr., Board Member, SPSI.

ENDIN, K.A., Mr., Board Member, SPSI.

RÉPUBLIQUE ISLAMIQUE D'IRAN
ISLAMIC REPUBLIC OF IRAN
REPÚBLICA ISLÁMICA DEL IRÁN

MINISTER ATTENDING THE CONFERENCE

KAMALI, Hossein, Mr., Minister of Labour and Social Affairs.

Accompanied by ALI-HOSSEINI, Mohammad Taghi, Mr., Deputy Minister for Cultural and International Affairs.

NASSERI, Sirous, Mr., Ambassador; Permanent Representative, Geneva.

Government delegates

GOL MOHAMMADI, Mahmood, Mr., Adviser to the Minister; General Director of International Affairs.

FANNI-ZADEH, Kamran, Mr., Representative of the Ministry of Labour and Social Affairs to the ILO.

Advisers and substitute delegates

HOSSEINI, Pirooz, Mr., Director-General of Specialized Agencies Affairs, Ministry of Foreign Affairs.

AFKARI, Mohammad, Mr., Adviser on Economic, Social and International Affairs, Ministry of Labour and Social Affairs.

YOUSEF-POUR, Ghodratollah, Mr., Ministry of Labour and Social Affairs.

Advisers

BIJANI, Khosrow, Mr., Judge, the Judiciary of the Islamic Republic of Iran.

TIZMAGHZ, Hassan, Mr., Labour Attaché.

HOMAEENEJAD, Mohammed, Mr., First Secretary, Permanent Mission, Geneva.

SHAHMIR, Amir-Hussein, Mr., Senior Expert, International Relations Bureau.

GHARAGOZLU, Asghar, Mr., Senior Expert, International Relations Bureau.

FAGHIHI, Ali-Ehsan, Mr., Senior Expert, International Relations Bureau.

NABIAN, Mohammad-Sadegh, Mr., Adviser for Labour, Social Security Institute.

TAGHI KHANI, Behjat, Ms., Labour Inspector.

JAFARZADEH, Khalil, Mr., Expert, Ministry of Foreign Affairs.

MEYBODI, Hossein-Moeini, Mr., Expert, Ministry of Foreign Affairs.

SAID AHMADIAN, Akbar, Mr.

Employers' delegate

AFKHAMI, Ali Ashraf, Mr., Member of the Board of Directors of the Zinc and Copper Company.

Adviser and substitute delegate

ESLAMI, Mohammad-Hamid, Mr., Managing Director of the Cotton and Bandage Company.

Advisers

ROOSTA, Ahmad, Mr., Professor, Martyr Beheshti University; Managing Director, Mann Company.
BORGHEI SHIRAZI, Parviz, Mr., Managing Director, Brick Company.
HASHEMI, Mohammad, Mr., Professor, Beheshty University.

Workers' delegate

SALIMIAN, Ali Jabbar, Mr., Adviser and Member, Workers' House, Province of Yazd.

Adviser and substitute delegate

MOSHIRIAN, Ahmad, Mr., Representative of the Central Council, Tehran Provincial Congress, Workers' House.

Advisers

MAJHOOB, Alireza, Mr., Secretary-General, Workers' House.
TAVAKOLIAN KOLVIR, Hormoz, Mr., Member, Workers' House, Hotels Establishment.
BADBAN, Ali Asghar, Mr., Member, Workers' House.
MOMENI, Farshad, Mr., Member, Workers' House.
BOROSHAN, Asghar, Mr., Member, Workers' House.
AKBARI, Hossein, Mr., Worker of the Year.
GHEITASSI, Emad, Mr., Member, Workers' House.

IRAQ

MINISTER ATTENDING THE CONFERENCE

MOUBARAK, Omaid, Mr., Minister of Labour and Social Affairs a.i.

Government delegates

SAID, Hamid Ali, Mr., Director-General, Department of Labour and Social Security.
AL-KHAIRU, Mosbah Mohammad Mahmoud, Mr., Senior Expert; Director, Arab and International Relations.

Advisers

KADHI, Munim, Mr.
AL KHOJA, Shakir, Mr.

Employers' delegate

KASIM, Al-Safar, Mr.

Workers' delegate

GHARIB, Fadhil Mahmoud, Mr., President, General Federation of Trade Unions (GFTUI).

Adviser

HAMZA, Karim Abdullah, Mr., Secretary for Foreign Relations, GFTUI.

IRLANDE IRELAND IRLANDA

MINISTER ATTENDING THE CONFERENCE

QUINN, Ruairi, Mr., Minister for Enterprise and Employment.

Government delegates

LOWE, James, Mr., Assistant-Secretary, Department of Enterprise and Employment; Government Representative, Governing Body of the ILO.
SWIFT, John H.E., Mr., Ambassador; Permanent Representative, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

KELLY, Josephine, Ms., Assistant Principal, Department of Enterprise and Employment.
O'FLOINN, Colm, Mr., First Secretary, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers

BEAMISH, Cecil, Mr., Assistant Principal, Department of Enterprise and Employment.
COLREAVY, John, Mr., Inspector, National Authority for Occupational Safety and Health, Department of Labour.
TISDALL, Brian, Mr., Executive Officer, Permanent Mission, Geneva.
REDMOND, Ann-Mary, Ms., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

DUNE, John, Mr., Director-General Irish Business and Employers' Confederation.

Adviser and substitute delegate

McAULEY, Dan, Mr., Irish Business and Employers' Confederation.

Workers' delegate

FLYNN, Philip, Mr., Irish Congress of Trade Unions.

Adviser and substitute delegate

O'DONOVAN, Patricia, Ms., Assistant General Secretary, Irish Congress of Trade Unions.

ISLANDE ICELAND ISLANDIA

MINISTER ATTENDING THE CONFERENCE

SIGURDARDOTTIR, Johanna, Mrs., Minister of Social Affairs.

Government delegates

JOHANNSSON, Kjartan, Mr., Ambassador; Permanent Representative, Geneva.
KRISTINSSON, Gylfi, Mr., Head of Division, Ministry of Social Affairs.

Advisers and substitute delegates

OLAFSDOTTIR, Lilja, Ms., Counsellor; Deputy Permanent Representative, Geneva.
SAEMUNDSSON, Eyjólfur, Mr., Managing Director, Administration of Occupational Safety and Health.

JOHANNESSON, Stefan H., Mr., Counsellor, Permanent Mission, Geneva.

Employers' delegate

STEFANSDOTTIR, Hrafnhildur, Mrs., Attorney-at-Law, Confederation of Icelandic Employers.

Adviser and substitute delegate

MAGNUSSON, Jón, Mr., Attorney-at-Law, Confederation of Icelandic Employers.

Workers' delegate

DAVIDSON, Benedikt, Mr., President, Icelandic Federation of Labour.

Adviser and substitute delegate

HLODVERSDOTTIR, Bryndís, Ms., Attorney-at-Law, Icelandic Federation of Labour.

ISRAEL

Government delegates

LIOR, Itzhak, Mr., Ambassador; Permanent Representative, Geneva.

BARAK, Itzhak, Mr., Legal Adviser, Ministry of Labour and Social Affairs.

Advisers and substitute delegates

KEREM, Ariel, Mr., Minister-Counsellor; Deputy Permanent Representative, Geneva.

BOOTUN, Moshe, Mr., Legal Adviser, Knesset Committee of Labour and Social Affairs.

DORON, Eliezer, Mr., Attaché, Permanent Mission, Geneva.

Advisers

LOTAN, Shai, Mr., Chief, Investigation and Enforcement, Ministry of Labour and Welfare.

BARAZANY, Aharon, Mr., Deputy Permanent Representative.

Employers' delegate

HILB, M., Mr., Director, Labour Law Department, Manufacturers' Association of Israel.

Adviser and substitute delegate

GATTEGNO, Y., Mr., Head, Labour and Human Resources Division, Manufacturers' Association of Israel.

Workers' delegate

KARA, Yussuf, Mr., Member, Histadrut Executive Bureau.

Advisers and substitute delegates

COHEN, Yigal, Mr., Member of Histadrut Executive Committee.

GERASSI, D., Mrs., Deputy Director, Histadrut International Department.

SELA, E., Mr., Director, Levinson Labour College.

HABERFELD, Haim, Mr., Secretary-General, Histadrut.

BARKAN-BENKLER, Raffel, Mr., Director, International Organizations Section, Histadrut International Department.

BAR-SHMUEL, E., Mr., Member of Histadrut Executive Committee; Director, Western Europe and Asia and Pacific Divisions, Histadrut International Department.

TAMIR, A., Mrs., Member of Histadrut Executive Committee; Director, Salaried Women Workers' Department, Histadrut.

AMIR, J., Mr., Histadrut Representative for Europe.

ITALIE ITALY ITALIA

MINISTRE ASSISTANT À LA CONFÉRENCE

GIUGNI, Gino, M., ministre du Travail, sénateur.

Délégués gouvernementaux

LORENZO BADIA, Giulio, M., ambassadeur, représentant permanent à Genève; représentant gouvernemental au Conseil d'administration du BIT.

CACOPARDI, Giuseppe, M., directeur général, ministère du Travail.

Conseillers techniques et délégués suppléants

BALBONI, Alberto, M., représentant permanent adjoint, mission permanente, Genève; représentant gouvernemental suppléant, Conseil d'administration du BIT.

CARLA, Daniela, M^{me}, conseiller, ministère du Travail.

Conseillers techniques

VICENTI MARERI, Francesco, M., ministre plénipotentiaire, ministère des Affaires étrangères.

MASCIA, Gian Luigi, M., premier conseiller, mission permanente, Genève.

FERRARI, Concetta, M^{me}., conseiller, ministère du Travail.

ZUCCHETTI, Remo, M., conseiller, ministère du Travail.

BOSIO, Gabriella, M^{me}, ministère du Travail.

MASSELLA DUCCI TERI, Massimo, M., chef de Cabinet.

FELICIOLI, Mariangela, M^{me}, chef du Bureau de Presse.

CARBONE, Fabrizio, M., ministère du Travail.

Délégué des employeurs

SASSO-MAZZUFFERI, Lucia, M^{me}, responsable, affaires internationales de la Confédération générale de l'industrie (CONFINDUSTRIA); membre adjoint du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

GAMBARUTO, Ferruccio, M., CONFINDUSTRIA.

Conseillers techniques

BARATTA, Sergio, M., CONFAGRICOLTURA.

MACCIO, Sergio, M., INTERSIND.

LAZZARINI ROBUSTELLI, Caterina, M^{me}, ASAP.

GIARDINA, Stefano, M., CONFCOMMERCIO.

FERRARA, Giancarlo, M., ASSICREDITO.

Délégué des travailleurs

VANNI, Raffaele, M., UIL; membre adjoint du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

FERRARI, Renato, M., UIL.

Conseillers techniques

DEL RIO, Cinzia, M^{me}., UIL.

MAGNANI, Sauro, M., coordinateur du département international, CGIL.

D'ALOIA, Giuseppe, M., CGIL.

SIGNORELLI, Paolo, M., Département des politiques internationales, CISL.

BRIGHI, Cecilia, M^me^, CISL.

JAMAÏQUE JAMAICA JAMAICA

MINISTER ATTENDING THE CONFERENCE

SIMPSON, Portia, Ms., Minister of Labour and Welfare.

Government delegates

SMITH, Gresford, Mr., Chief Director, Industrial Relations, Ministry of Labour and Welfare.

PIERCE, A. Richard, Mr., Ambassador; Permanent Representative, Geneva.

Adviser and substitute delegate

BETTON, Vivia E., Ms., Minister-Counsellor, Permanent Mission, Geneva.

Adviser

COKE, Pamela, Ms., Counsellor, Permanent Mission, Geneva.

Employers' delegate

ROBINSON, Barrington Anthony, Mr., Executive Member and Committee Chairman, Jamaica Employers' Federation.

Workers' delegate

WILLIAMS, Everrod, Mr., Union Officer, Bustamante Industrial Trade Union.

JAPON JAPAN JAPÓN

MINISTER ATTENDING THE CONFERENCE

SHIMIZU, Kayoko, Ms., Parliamentary Vice-Minister of Labour.

Accompanied by NAGAHAMA, Haruko, Ms., Private Secretary to the Parliamentary Vice-Minister of Labour.

SAKAMOTO, Yukiko, Ms., Director, Employment Measures for the Disabled Division, Employment Security Bureau, Ministry of Labour.

Government delegates

ENDO, Minoru, Mr., Ambassador; Permanent Representative, Geneva.

TAKAHASHI, Sakutaro, Mr., Assistant Minister for Labour, Ministry of Labour; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

HIROMI, Kazuo, Mr., Counsellor, Ministry of Labour.

ITO, Tetsuo, Mr., Minister, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

WAKAKI, Fumio, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

HIGASHI, Yoshinobu, Mr., Counsellor, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

Advisers

ISHII, Masaji, Mr., Counsellor, Personnel Bureau, Management and Coordination Agency.

TAWADA, Takashi, Mr., Attorney, Criminal Affairs Bureau, Ministry of Justice.

KAWAMURA, Masahiro, Mr., Director, Public Service Personnel Division, Public Service Personnel Department, Local Administration Bureau, Ministry of Home Affairs.

IWATA, Kimie, Ms., Director, Women's Policy Planning Division, Women's Bureau, Ministry of Labour.

INO, Tsumoru, Mr., Director, Fire Defence Division, Fire Defence Agency, Ministry of Home Affairs.

ASUKA, Shigeru, Mr., Director, International Office, Policy Planning Division, Industrial Safety and Health Department, Labour Standards Bureau.

EBATO, Akira, Mr., Chief Research Officer, Administrative Services Bureau, Legal Affairs Division, National Personnel Authority.

SAKASHITA, Hideya, Mr., Deputy Director, International Labour Affairs Division, Minister's Secretariat, Ministry of Labour.

KUSANO, Takahiko, Mr., First Secretary, Embassy of Japan, Bonn.

MIYOSHI, Mari, Ms., First Secretary, Permanent Mission, Geneva; Substitute Government Representative, Governing Body of the ILO.

ISAWA, Akira, Mr., First Secretary, Permanent Mission, Geneva.

YOSHIKAWA, Akira, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

KOYAMA, Hachiro, Mr., Vice-President, Japan Federation of Employers' Associations (NIKKEIREN).

Adviser and substitute delegate

TSUJINO, Hiroshi, Mr., Member of the Policy Board and Executive Director, NIKKEIREN; Member, Governing Body of the ILO.

Advisers

UMEDA, Reiji, Mr., Managing Director, Japan Chemical Industry Association (NIKKAKYO).

SUZUKI, Toshio, Mr., Director, International Division, NIKKEIREN.

HASEGAWA, Shigeru, Mr., Manager, Personnel Management Division, NIKKEIREN.

SHIMIZU, Akihiko, Mr., Assistant Manager, International Division, NIKKEIREN.

YAMAHANA, Keiko, Ms., Research and Project Coordinator, International Division, NIKKEIREN.

Workers' delegate

ITOH, Sukesada, Mr., Vice-President, Japanese Trade Union Confederation (JTUC-RENGO).

Adviser and substitute delegate

MARUYAMA, Yasuo, Mr., Counsellor, JTUC-RENGO; Member, Governing Body of the ILO.

Advisers

KAIBARA, Naotake, Mr., Assistant General Secretary, Japanese Trade Union Confederation, JTUC-RENGO.

MORIKAGE, Hachiro, Mr., Vice-President, All-Japan Postal Labour Union (Zenyusei).

HAGIO, Kazuo, Mr., Central Executive Committee Member, All-Japan Prefectural and Municipal Workers' Union (Jichiro).

KANAMORI, Shigeo, Mr., Member, Central Executive Committee, Japanese Federation of Chemical and General Workers' Unions (Zenka-Domei).

HATSUOKA, Shouichiro, Mr., Director, Tokyo Office, Postal, Telegraph and Telephone International (PTTI).

KUMAGAI, Ken-Ichi, Mr., Section Chief, Legal Affairs Department, JTUC-RENGO.

TANAKA, Mitsuo, Mr., Section Chief, International Affairs Department, JTUC-RENGO.

JORDANIE JORDAN JORDANIA

Government delegates

AL TARAOUNEH, Saleh, Mr., General Secretary, Ministry of Labour.

AL-ZU'ABI, Ibrahim, Mr., Employment Department.

Advisers and substitute delegates

MUBIADEEN, Murtada, Mr., Employment Department.

SHARAF, Fawaz, Mr., Ambassador, Permanent Mission, Geneva.

AWAWDEH, Ibrahim, Mr., Second Secretary, Permanent Mission, Geneva.

ASA'D, Adel Lutfi, Mr., Assistant Director, Research and Studies Department.

Employers' delegate

HABAIBEH, Abdel Noor, Mr., Treasurer, Amman Chamber of Industry.

Advisers and substitute delegates

AL-DAJANI, Ali, Mr., Consultant, Amman Chamber of Industry; Substitute Member, Governing Body of the ILO.

HUSSEINI, Amin, Mr., General Secretary, Amman Chamber of Commerce.

Workers' delegate

AL-MA'AYTAH, Mazen, Mr., Deputy Secretary-General, Trade Union Federation.

Advisers and substitute delegates

AL-KABARITI, A. Rahman, Mr., Member, Central Council.

AL-HAJ HASSAN, A. Kareem, Mr., Member, Central Council.

KAZAKHSTAN KAZAJSTAN

Government delegate

BEISENOV, Sayat, Mr., Minister of Labour.

Workers' delegate

MUKASHEV, Siasbek, Mr., Chairman, Federation of Unions of Kazakhstan.

KENYA

MINISTER ATTENDING THE CONFERENCE

MASINDE, Philip John Wanyama, Mr., MP, Minister for Labour.

Government delegates

SABARI, Justus Tom Ndege, Mr., Permanent Secretary, Ministry of Labour and Manpower Development.

NGARE, Ephraim Waweru, Mr., Deputy Labour Commissioner, Ministry of Labour; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

NG'ELU, Joshua Mutambu, Mr., Chief Investments Officer, National Social Security Fund.

NANJIRA, D.D.C. Don, Mr., Ambassador, Permanent Representative, Geneva.

Adviser

KOIKAI, Daniel, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

OWUOR, Tom Diju, Mr., Executive Director, Federation of Kenya Employers; Member, Governing Body of the ILO.

Adviser and substitute delegate

WANGANJU, Francis, Mr., Chairman, Federation of Kenya Employers.

Workers' delegate

MUGALLA, Joseph Jolly, Mr., Secretary-General, Central Organization of Trade Unions (COTU); Member, Governing Body of the ILO.

Adviser and substitute delegate

MURUGU, John Wangoru, Mr., Treasurer General, COTU.

KIRGHIZISTAN KYRGYZSTAN KIRGUISTÁN

Government delegates

SAYAKBAEVA, Kanyshai, Mr., Deputy Minister of Labour and Social Affairs.

KOZHOMURATOVA, Janyl, Mr., Deputy Chief, Population Employment Department, Ministry of Labour and Social Affairs.

Workers' delegate

ABAKIROV, Emilbek, Mr., Chairman, Council of the Federation of Unions of Kyrgyzstan.

KOWEÏT KUWAIT KUWAIT

MINISTER ATTENDING THE CONFERENCE

AL-OUN, Jassem Mohamed, Mr., Minister of Social Affairs and Labour.

Government delegates

AL-SALLAL, Mohamed Saad, Mr., Ambassador; Permanent Representative, Geneva.

AL-SALEH, Abdulla Gholoum Hussein, Mr., Assistant Under-Secretary, Labour Affairs, Ministry of Social Affairs and Labour.

Advisers and substitute delegates

AL-ONEIZY, Khalil Abdulrahman, Mr., Assistant Under-Secretary, Legal Affairs, Ministry of Social Affairs and Labour.

AL-MASHARY, Fouad Mubarak, Mr., Director, Foreign Relations Department.

AL-SHARAD, Mohamed Razouky, Mr., Director, Public Relations Department.

AL-SAMMAR, Fawaz Hammoud, Mr., Director, Minister's Office.

BUKAHEEL, Khalid Soliman, Mr., Director, Job Classification Department, Personnel Affairs Administration.

JOHAR, Amina Ghazy, Mrs., Conventions and Programmes, Central Branch, Foreign Relations Department.

HASSAN, Nader Abdul Rahman, Mr., Workers' Protection, Hawally Governorate Labour Department.

AL-KHABAZ, Abdulrahman Abdullah, Mr., Minister's Office.

BELAL, Aly Mohamed, Mr., Public Relations Department.

Employers' delegate

AL-JASSEM, Ageel Ahmad, Mr., Assistant Director-General, Kuwait Chamber of Commerce and Industry; Member, Governing Body of the ILO.

Advisers and substitute delegates

AL-OMAR, Mohamed Garah, Mr., Director, Chambers, Financial and Administrative Department.

AL-OWAYESH, Sa'adoon Abdulaziz Sa'ad, Mr., Manager of Consumer Factories Affairs, National Industries Company.

Workers' delegate

AL-BAKR, Abdullah Abulsalam, Mr., Chairman, General Union of Kuwait Workers.

Advisers and substitute delegates

AL-KANDARY, Aly Abdulrahman, Mr., General Secretary, General Union of Kuwait Workers.

AL-AZMI, Mosleh Sabeel, Mr., Member, General Union of Kuwait Workers.

RÉPUBLIQUE DÉMOCRATIQUE POPULAIRE DU LAO
LAO PEOPLE'S DEMOCRATIC REPUBLIC
REPÚBLICA DEMOCRÁTICA POPULAR LAO

MINISTRE ASSISTANT À LA CONFÉRENCE

SISOULITH, Thongloun, M., ministre du Travail et des Affaires sociales.

Délégué gouvernemental

SAYASENH, Bounpone, M., directeur, Département du travail.

Délégué des travailleurs

INTHATHIRATH, Outhay, M., directeur, Département extérieur, Fédération des syndicats lao.

L'EX-RÉPUBLIQUE YOUGOSLAVE DE MACÉDOINE
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA
LA EX REPÚBLICA YUGOSLAVA DE MACEDONIA

MINISTER ATTENDING THE CONFERENCE

SABRIU, Ilijaz, Mr., Minister of Labour and Social Policy.

Government delegates

TRASANOV, Stojan, Mr., Assistant Minister of Labour and Social Policy.

DZUNDEV, Igor, Mr., Secretary, Ministry of Foreign Relations.

Adviser and substitute delegate

TASEVSKA, Biljana, Mrs.

Employers' delegate

KOVCEGARSKI, Ljupco, Mr., Secretary, Chamber of Commerce of the Republic of Macedonia.

LESOTHO

MINISTER ATTENDING THE CONFERENCE

MOKHEHLE, Shakhane Robong, Mr., Minister.

Government delegates

THAMAE, C.T., Mr., Principal Secretary, Ministry of Employment and Social Welfare; Government Representative, Governing Body of the ILO.

FANANA, Nouzi Mabole, Mr., Labour Commissioner.

Adviser and substitute delegate

JONATHAN, P., Mr., Government Adviser.

Employers' delegate

MAKEKA, T., Mr., Executive Director, Association of Lesotho Employers.

Adviser

MATSELA, Lehlohonolo John, Mr., Employers' Adviser.

Workers' delegate

JONATHAN, S.M., Mr.

LETTONIE LATVIA LETONIA

Government delegate

BERZINSH, Andris, Mr., Deputy Minister of Welfare, Labour and Health.

Employers' delegate

BERTRANDS, Janis, Mr., President, Latvian Employers' Central Union.

Adviser

IVOLGA, Anatoly, Mr., Adviser, Latvian Employers' Central Union.

Workers' delegate

SILINSH, Andris, Mr., Chairman, Latvian Free Trade Union.

LIBAN LEBANON LÍBANO

MINISTRE ASSISTANT À LA CONFÉRENCE

AL AMIN, Abdallah, M., ministre du Travail.

Accompagné de FAWAZ, Abbass, M^{me}, conseiller du ministre.

KHUNUFER, Shbib, M., conseiller du ministre.

FAWAZ, Kassim, M., conseiller du ministre.

IZ ELDINE, Moussa, M., conseiller du ministre.

Délégués gouvernementaux

KHOURY, Hamid, M., directeur général, ministère du Travail.

SOUED, Maarouf, M., conseiller du ministre du Travail.

Conseillers techniques et délégués suppléants

ABI-SAMRA, Micheline, M^{lle}, conseiller, mission permanente, Genève.

GHOREIB, William, M., chef de département du Travail et Relations sociales.

SAAB, May, M^{me}, chef du service des relations internationales du ministère du Travail.

Conseillers techniques

MNEIMNEH, Ahmad, M., conseiller.

NEHMEH, Yasser, M., délégué de la Sécurité sociale.

BARAKAT, Farès, M., délégué de la Sécurité sociale.

AKL, Walid, M., délégué de la Sécurité sociale.

FARHAT, Abbas, M., conseiller.

NAJM, Joseph, M., conseiller juridique.

Délégué des employeurs

BEYDOUN, Rachid, M., vice-président, Chambre de commerce et d'industrie de Beyrouth.

Conseiller technique et délégué suppléant

NASR, Marwan, M., conseiller des affaires techniques et sociales internationales, Association des industriels libanais; membre du Conseil d'administration du BIT.

Conseiller technique

EL KAISSI, Muhi El Din, M., directeur général de la Chambre de commerce et d'industrie à Beyrouth.

Délégué des travailleurs

BECHARA, Antoine, M., président, Union générale des travailleurs.

Conseiller technique et délégué suppléant

ZEIDAN, Habib, M., secrétaire général de la Conférence générale des syndicats libanais.

Conseillers techniques

EL-HABR, Elias, M., membre du Conseil exécutif.

SHAIA, Elias, M., membre du Conseil exécutif.

HARB, George, M., membre du Conseil exécutif.

LIBERIA

MINISTER ATTENDING THE CONFERENCE

FORTH, Cyrenius, Mr., Minister of Labour.

Government delegate

WILLIAMSON, Henry D., Mr., Chargé d'Affaires, Permanent Mission, Geneva.

Workers' delegate

ASRAY, Amos, Mr., Secretary General, Liberia Federation of Labour Unions.

JAMAHIRIYA ARABE LIBYENNE LIBYAN ARAB JAMAHIRIYA JAMAHIRIYA ÁRABE LIBIA

Government delegates

ALMABROUK, Mohammed A., Mr., Secretary of the Committee for Manpower (Manpower Institute).

BIARA, Abu Baker, Mr., Manpower Institute.

Advisers and substitute delegates

AL MUNTASSER ALI, Mohamed, Mr., Director of Administration and Finance (Manpower Institute).

BEN OMRAN, Abdu Arahman, Mr., People's Office for Foreign Relations and International Cooperation.

EL MAHJUB, Mohammed, Mr.

Employers' delegate

KWERI, Abdulla, Mr.

Adviser and substitute delegate

MEGHERBI, Mohamed, Mr.

Workers' delegate

HWAIDI, Bashir H., Mr., Secretary General of the Trade Union Federation.

Advisers and substitute delegates

JALOUD, Salem A., Mr., Deputy Secretary General of the Federation.

IBRAHIM, Abdulla Idris, Mr., Secretary for Benghazi Branch of the Federation.

ABUZEID, Mohamed Al Mabrouk, Mr., Secretary for Foreign Affairs of the Federation; Substitute Government Representative, Governing Body of the ILO.

LITUANIE LITHUANIA LITUANIA

MINISTER ATTENDING THE CONFERENCE

MEDAISKIS, Theodoras, Mr., Minister of Social Security.

Government delegates

BALTUTYTE, Elvyra, Ms., Consultant, Legal Department, Ministry of Social Security.

PRIELAIDA, Narcizas, Mr., Ambassador; Permanent Representative, Geneva.

Employers' delegate

RAINYS, Gediminas, Mr., Deputy Director, Centre for Economic Research, Confederation of Lithuanian Industrialists.

Workers' delegate

DOVIDENIENE, Roma, Mrs., President, Union of Trade and Consumer Cooperative Workers.

LUXEMBOURG LUXEMBURGO

MINISTRES ASSISTANT À LA CONFÉRENCE

JUNCKER, Jean-Claude, M., ministre du Travail; ministre des Finances.

DELVAUX-STEHRES, Mady, M^me^, secrétaire d'Etat à la Sécurité sociale.

Accompagné de BAUSCH, Romain, M., administrateur général, ministère des Finances.

Délégués gouvernementaux

FABER, Joseph, M., attaché de gouvernement au ministère du Travail.

MOUSEL, Jean-Marie, M., directeur de l'Administration de l'emploi.

Conseillers techniques et délégués suppléants

BICHELER, Claude, M., conseiller de direction, Administration de l'emploi.

WEBER, Paul, M., directeur à l'Inspection du travail et des mines.

Conseillers techniques

DUHR, Paul, M., représentant permanent adjoint à Genève.

FEYEREISEN, Marc, M., directeur adjoint à l'Inspection du travail et des mines.

SCHOLTUS, Mariette, M^lle^, attachée de gouvernement au ministère du Travail.

DORNSEIFFER, Erny, M., inspecteur principal, ministère du Travail.

TUNSCH, Gary, M., inspecteur, ministère du Travail.

Délégué des employeurs

JUNG, Lucien, M., administrateur-directeur de la Fédération des industriels luxembourgeois.

Conseiller technique et délégué suppléant

SAUBER, Marcel, M., secrétaire général de la Fédération des artisans.

Conseillers techniques

BEFFORT, Romain, M., délégué de la Fédération des industriels luxembourgeois.

SCHMIT, Romain, M., attaché de direction, Fédération des artisans.

SCHAUL, Christiane, M^lle^, attachée à la Fédération des industriels luxembourgeois.

Délégué des travailleurs

GLESENER, Marcel, M., président de la Confédération luxembourgeoise des syndicats chrétiens.

Conseiller technique et délégué suppléant

PIZZAFERRI, René, M., membre du Comité exécutif de la Confédération générale du travail.

Conseillers techniques

DALEIDEN, Jos, M., secrétaire général de la Confédération générale de la fonction publique (CGFP).

HAAS, Félix, M., trésorier de la CGFP.

WAGNER, Carlo, M., vice-président de la Fédération des employés privés – Fédération indépendante des travailleurs (FEP/FIT) et cadres.

MERTEN, René, M., président de la FEP/FIT et cadres.

BAUSCH, Eugène, M., membre du comité national de la Confédération générale du travail (CGT).

KONZ, Josy, M., secrétaire général de la CGT.

KINSCH, Nico, M., vice-président du LCGB.

MADAGASCAR

MINISTRE ASSISTANT À LA CONFÉRENCE

MANANJARA, Jules, M., ministre du Travail et de la Prévoyance sociale; représentant gouvernemental, Conseil d'administration du BIT.

Délégués gouvernementaux

RABARINDRANO, M., représentant permanent, Genève.

RAZAFIMBELO-RAZAFIMANDRANTO, Jean Toussaint, M., directeur des études et relations extérieures, ministère du Travail.

Conseillers techniques et délégués suppléants

RASAMOELINAZINA, M^me^, directeur de l'emploi, ministère de l'Emploi et de la Formation.

EDAFE, Phabien, M., conseiller auprès de l'Ambassade.

RAKOTOMANGA, Yves Robert, M., directeur, ressources humaines, ministère de l'Emploi et de la Formation.

Délégué des employeurs

RABEMANANTSOA, Emile, M., secrétaire général du Fivondronan'ny Mpandraharaha Malagasy (FIV.MPA.MA).

Conseiller technique et délégué suppléant

ANDRIANTSITOHAINA, Charles, M., secrétaire général du GEM.

Conseillers techniques

RANOHISOA, Seth, M., FIV.MPA.MA.

RAMANANKASINA, Michelson, M., GEM.

Délégué des travailleurs

RABEMANANTSOA, Andrianarivo Samuel, M., USAM.

MALAISIE MALAYSIA MALASIA

MINISTER ATTENDING THE CONFERENCE

LIM, Ah Lek, Dato, Minister of Human Resources.
Accompanied by HARON SIRAJ, Mr., Permanent Representative, Geneva.

Government delegates

AKBAR BABA, Mohd., Mr., Deputy Secretary General, Ministry of Human Resources.
AHMAD MOHD IDRUS, Mr., Director-General of Industrial Relations, Ministry of Human Resources.

Advisers

BIN ABDUL SAMAD, Ahmad Azam, Mr., Director, Insurance Services, Social Security Organization (SOCSO), Ministry of Human Resources.
CHEN VOON SHIAN, Mr., Deputy Director, General Trade Union Affairs, Ministry of Human Resources.
TENG FONG SENG, Mr., Political Secretary to the Minister of Human Resources.
GANAPATHY, A., Mr., Deputy Permanent Representative, Geneva.
SIVANANTHIRAN, A., Mr., Assistant Secretary, International Division, Ministry of Human Resources.
MOHD SAUFFEE, Abd. Muain, Mr., Labour Attaché, Permanent Mission, Geneva.
ROHANA, Ramli, Ms., First Secretary, Permanent Mission, Geneva.
MOHD ZAIN, Abdullah Faiz, Mr., First Secretary, Permanent Mission, Geneva.
MOHD ZULKEPHLI, Noor, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

MOKZHANI, Abdul Rahim Datuk, Mr., President, Malaysian Employers' Federation (MEF).

Adviser and substitute delegate

SOPIEE, Mohamed, Datuk, Vice-President, MEF.

Adviser

ZAIN MAJID, Mohamed, Mr., Executive Director, MEF.

Workers' delegate

ZAINAL, Rampak, Mr., President, Malaysian Trade Union Congress (MTUC).

Adviser and substitute delegate

MOHAMED, Mat Jid, Mr., President, Congress of Union of Employees in the Public and Civil Service (CUEPACS).

Advisers

ISHAK, Ismail, Mr., Vice-President, Malaysian Labour Organization.
PUTRA, Indera, Mr., Deputy President, MTUC.
MAAULOT BIN MANAS, Mr., Member, General Council, MTUC.

MALAWI

MINISTER ATTENDING THE CONFERENCE

BINALI, W.V., Mr., Minister of Labour.
Accompanied by MGOMEZULU, Gadi G.Y., Mr.

Government delegates

NINDI, P.C., Mr., Labour Commissioner.
NDOVI, C.R., Mr., Chief Inspector of Factories.

Adviser and substitute delegate

MANDA, C.M., Mr., Assistant Labour Commissioner.

Employers' delegate

AMANI, W.E., Mr., General Manager, ESCOM.

Adviser and substitute delegate

MUYENZA, Exson, Mr., Executive Secretary, Employers' Consultative Association.

Workers' delegate

CHIMPHANGA, W.C., Mr., Chairman, Trade Union Congress.

MALI

MINISTRE ASSISTANT À LA CONFÉRENCE

SIDIBE, Ousmane Oumarou, M., ministre de la Fonction publique, du Travail et de la Modernisation de l'Administration.

Délégués gouvernementaux

TRAORE, Maharafa, M., conseiller technique, ministère de la Fonction publique, du Travail et de la Modernisation de l'Administration.
SIDIBE, Tall Penda, M^{me}, directrice nationale de l'emploi, du travail et de la sécurité sociale.

Conseillers techniques et délégués suppléants

DIAKITE, Mamadou, M., directeur général de l'Institut national de prévoyance sociale.
SISSOKO, Mamadou, M., directeur général de l'Office national de la main-d'oeuvre et de l'emploi.

Délégué des employeurs

COULIBALY, Moussa Mary, M., président de la Fédération nationale des employeurs.

Conseiller technique et délégué suppléant

TOURE, Ousmane, M., secrétaire permanent de la Fédération nationale des employeurs; membre adjoint du Conseil d'administration du BIT.

Délégué des travailleurs

DOUCOURE, Issa dit Issé, M., secrétaire général de l'Union nationale des travailleurs.

Conseiller technique et délégué suppléant

BATHILY, Mamadou Souraké, M., secrétaire aux relations extérieures de l'Union nationale des travailleurs.

MALTE MALTA MALTA

MINISTER ATTENDING THE CONFERENCE

CASSAR, Joseph, Mr., Parliamentary Secretary, Ministry of Education and Human Resources; Government Representative, Governing Body of the ILO.

Accompanied by FIORINI LOWELL, Alfred, Mr., Permanent Secretary.

FARRUGIA, Richard, Mr., Secretary; Substitute Government Representative, Governing Body of the ILO.

Government delegates

CILIA-DEBONO, Emanuel, Mr., Director of Labour, Ministry of Education and Human Resources; Substitute Government Representative, Governing Body of the ILO.

MIZZI, Achille, Mr., Assistant Head, Ministry of Education and Human Resources.

Advisers and substitute delegates

CASSAR, Joseph, Mr., Ambassador; Permanent Representative, Geneva.

VALENTINO, Martin, Mr., First Secretary, Permanent Mission, Geneva.

PULLICINO, Simon, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

MALLIA MILANES, Alfred, Mr., International Secretary, Malta Employers' Association (MEA); Substitute Member, Governing Body of the ILO.

Advisers and substitute delegates

SCICLUNA, John B., Mr., Administrative Secretary, Federation of Industries (FOI).

MASINI, Franco, Mr., President, Malta Employers' Association.

SCICLUNA, Victor, Mr., Senior Vice-President, Malta Employers' Association.

Workers' delegate

CALAMATTA, Jack, Mr., Deputy General Secretary, General Workers' Union (GWU).

Advisers and substitute delegates

SPITERI, Salvino, Mr., President, Confederation of Malta Trade Unions (CMTU).

LAUTIER, Lawrence, Mr., President, GWU.

MAROC MOROCCO MARRUECOS

MINISTRE ASSISTANT À LA CONFÉRENCE

LOUDGHIRI, Mohamed, M., ministre de l'Emploi, de l'Artisanat et des Affaires sociales.

Délégués gouvernementaux

BENHIMA, El Ghali, M., ambassadeur; représentant permanent à Genève.

KHALES, Abdellatif Ahmed, M., secrétaire général du ministère de l'Emploi, de l'Artisanat et des Affaires sociales, secteur emploi.

Conseiller technique et délégué suppléant

HAKKOU, Mahmoud, M., directeur du travail au ministère de l'Emploi, de l'Artisanat et des Affaires sociales; représentant gouvernemental au Conseil d'administration du BIT.

Conseillers techniques

YAHIA, El Hassan, M., inspecteur général, ministère de l'Emploi, de l'Artisanat et des Affaires sociales.

LAGHRIFI, Abderrahman, M., chef du Service de la législation au ministère de l'Emploi, de l'Artisanat et des Affaires sociales.

JEBARI, Moustapha, M., secrétaire des Affaires étrangères à la mission permanente à Genève.

Délégué des employeurs

ABOU LAHCEN, Ahmed, M., vice-président de la Fédération des chambres de commerce et d'industrie du Maroc.

Conseillers techniques

BELARBI, Mohamed Abdelkader, M., président de la Commission sociale de la Confédération générale économique du Maroc (CGEM).

BOULOUIZ, Allal, M., président de la Chambre du commerce et de l'industrie d'Oujda.

EL ARBI EL HARRAS, Mohamed, M., directeur de la Fédération des chambres de commerce et d'industrie du Maroc.

ARAQI, Houssaini Saïd, M., directeur de la Chambre de commerce de Settat.

Délégué des travailleurs

BEN SEDDIK, Mahjoub, M., secrétaire général de l'Union marocaine du travail (UMT).

Conseillers techniques

AFILAL, Abderrazak, M., secrétaire général de l'Union générale des travailleurs du Maroc (UGTM).

BOUZOUBAA, Abdelmajid, M., de la Confédération démocratique du travail (CDT).

EL MOKHAREK, El Miloudi, M., de l'UMT.

CHAHIR, Farouk, M., de l'UMT.

BAHIJ, Mohamed, M., de l'UMT.

CHERRAT, Mohamed Kafi, M., de l'UGTM.

BOUZIA, Mohamed, M., de la CDT.

MAURICE MAURITIUS MAURICIO

MINISTER ATTENDING THE CONFERENCE

FOKEER, Dharmanand, Mr., Minister of Labour and Industrial Relations.

Accompanied by NATH, Dhurma Gian, Mr., Ambassador; Permanent Mission, Geneva.

Government delegates

TOOFANY, Motallib, Mr., Permanent Secretary, Ministry of Labour and Industrial Relations.

BOLAKY, Cassam, Mr., Chief Labour Officer, Ministry of Labour and Industrial Relations.

Advisers and substitute delegates

PADYA, Girish Kumar, Mr., First Secretary, Permanent Mission, Geneva.

NEERUNJUN, Jayan, Mr., Labour Officer, Ministry of Labour and Industrial Relations.

Employers' delegate

JEETUN, Azad, Mr., Director, Mauritius Employers' Federation.

Workers' delegate

ALGOO M.B.E., Rajpalsingh, Mr., President, Mauritius Labour Congress.

Adviser

SEENUNDUN, Rajbunsingh, Mr., President, Federation of Civil Service Unions.

MAURITANIE MAURITANIA

MINISTRE ASSISTANT À LA CONFÉRENCE

OULD HAYE, Moktar, M., ministre de la Fonction publique, du Travail, de la Jeunesse et des Sports.

Délégués gouvernementaux

OULD SALEM, Ethmane, M., directeur du travail.

OULD BAYA, Bah, M., chef, Service des études et des relations extérieures.

Conseiller technique et délégué suppléant

OULD BOUH, Hammoud, M.

Délégué des employeurs

OULD SIDI MOHAMED, Mohamed Ali, M., membre adjoint du Conseil d'administration du BIT.

Délégué des travailleurs

OULD BRAHIM, Mohamed Ely, M., secrétaire général de l'UTM.

MEXIQUE MEXICO

Delegados gubernamentales

ROZENTAL, Andrés, Sr., Subsecretario, Secretaría de Relaciones Exteriores.

PONCE MELENDEZ, Gustavo, Sr., director general, Unidad de políticas, estadísticas y estudios del trabajo, Secretaría del Trabajo y Previsión Social.

Consejeros técnicos y delegados suplentes

JIMENEZ, Dolores, Sra., Misión Permanente en Ginebra; representante gubernamental suplente del Consejo de Administración de la OIT.

ROMERO, Eusebio, Sr., segundo secretario, Misión Permanente en Ginebra; representante gubernamental suplente del Consejo de Administración de la OIT.

BOSCH, Miguel Marín, Sr., Representante Permanente en Ginebra.

Delegado de los empleadores

DE REGIL, Jorge A., Sr., delegado de la CONCAMIN ante los organismos internacionales, Asuntos laborales y sociales; miembro del Consejo de Administración de la OIT.

Consejero técnico y delegado suplente

CARVAJAL BUSTAMANTE, Octavio, Sr., presidente, Comisión de Trabajo y Previsión Social, CONCAMIN.

Consejeros técnicos

SANCHEZ, José Antonio, Sr., presidente de la Confederación Patronal (COPARMEX).

BRENA GARDUNO, Francisco, Sr., presidente, Comisión de Legislación, Consejo Coordinador Empresarial.

DIAZ GUAJARDO, Amado, Sr., asesor jurídico, Cámara de la Industria de Tranformación de Nuevo León.

MACIAS SANTOS, Eduardo, Sr., vicepresidente, Recursos Humanos del Grupo CYDSA.

GUTIERREZ GARCIA, Reynold, Sr., director de Relaciones Laborales, Grupo CYDSA.

VELAZCO ARZAC, Guillermo, Sr., director del Instituto de Proposiciones Estratégicas.

Delegado de los trabajadores

SANCHEZ MADARIAGA, Alfonso, Sr., Secretario de Relaciones Internacionales, Comité Nacional de la Confederación de Trabajadores CCTM; miembro del Consejo de Administración de la OIT.

Consejeros técnicos

DE LA VEGA, Netzahualcoyotl, Sr., secretario de asuntos económicos, Comité Nacional de la CTM.

MUÑOZ MOSQUEDA, Gilberto, Sr., secretario general sustituto, Comité Nacional de la CTM.

SAN ROMAN ARRIAGA, Héctor, Sr., secretario instituto, Comité Nacional de la CTM.

ESPONDA ZEBADUA, Gonzalo, Sr., asesor jurídico, Sindicato de Trabajadores de la Industria Química.

CAVAZOS, Gerardo, Sr., secretario de acción política, Sindicato Unico de Trabajadores Electricistas.

BOTELLO, Raymundo, Sr., secretario general, Sindicato de Trabajadores de la Industria de la Construcción, Excavación, Similares y Conexos.

RÉPUBLIQUE DE MOLDOVA
REPUBLIC OF MOLDOVA
REPUBLICA DE MOLDOVA

Government delegates

NIDELCU, Dumitru, Mr., Minister of Labour and Social Protection.

ZAPOROJAN, George, Mr, Deputy Director, Main Department of Synthesis and Foreign Affairs, Ministry of Labour and Social Protection.

OTHER PERSON ATTENDING THE CONFERENCE

DEMERJI, Ilie, Mr., Expert-translator.

Employers' delegate

RADAUTSANU, Serge, Mr., President, Scientific and Industrial Association.

Adviser and substitute delegate

SOBOR, Michael, Mr., President, Union of Employers and Tenants.

Workers' delegate

GODONOGA, Jhon, Mr., Vice-President of the Federation of Independent Trade Unions.

MONGOLIE MONGOLIA

MINISTER ATTENDING THE CONFERENCE

GOMBOJAV, Erdeniin, Mr., Minister of Population Policy and Labour.

Accompanied by VUMJAV, Shirchinjavyn, Mr., Ambassador; Permanent Representative, Geneva.

Government delegates

ONON, Sodovyn, Mrs., Head of the External Relations Division, Ministry of Population Policy and Labour.

SHAGDARSUREN, Sharyn, Mr., Counsellor, Permanent Mission, Geneva.

Employers' delegate

BAASANHUU, Damdinguiin, Mr., Executive Director, Permanent Mission of the Mongolian Employers' Association in the Czech Republic.

Advisers and substitute delegates

JANTSAN, Dagdanguiin, Mr., Vice-President, Mongolian Employers' Association.

TUNGALAG, Suh-Ochiryn, Mrs., Officer, Mongolian Employers' Association.

Workers' delegate

ADIYA, Gorchinsurenguiin, Mr., President, Mongolian Trade Unions Confederation.

Adviser and substitute delegate

SUHBAATAR, Zalmaaguiin, Mr., Officer, Mongolian Trade Unions Confederation.

MOZAMBIQUE

MINISTER ATTENDING THE CONFERENCE

HUNGUANA, Teodato Mondim da Silva, Mr., Minister of Labour.

Accompanied by MURARGY, Murade Isaac, Mr., Ambassador to Switzerland.

Government delegates

FRANCISCO, Noemia Luis, Mr., Research Department, Ministry of Labour.

CORREIA, Fontora Sebastiao, Mr.

Advisers and substitute delegates

VILANCULOS, Evaristo Jordao, Mr.

LOFORTE, Joao Guilhermina, Mr.

Employers' delegate

GUILANDE, Diogo Eugenio, Mr., Association of Private Enterprises of Mozambique (AEPRIMO).

Workers' delegate

MABUMO, Estevao Nwamushuate, Mr., Head of Department, Organization of Workers of Mozambique (OTM).

MYANMAR

MINISTER ATTENDING THE CONFERENCE

THAUNG, Aye, Mr., Minister of Labour.

Government delegates

HLAING, Tin Kyaw, Mr., Ambassador; Permanent Representative, Geneva.

SHWE, Tun, Mr., Director-General, Department of Labour.

Advisers and substitute delegates

THAN, Mya, Mr., Deputy Permanent Representative, Geneva.

KYI, Aung Ba, Mr., Director, Department of Labour.

WIN, Kyaw, Mr., Director, Factories and General Labour Law Inspection Department.

Advisers

THAN, Chit, Mr., Chairman, Social Security Board.

YI, Khin Maung, Mr., Deputy Director, Central Inland Freight Handling Committee.

OHN, Tun, Mr., Personal Staff Officer, Ministry of Labour.

SWE, Nyunt, Mr., Second Secretary, Permanent Mission, Geneva.

OHN, Tun, Mr., Second Secretary, Permanent Mission, Geneva.

HLAING, Soe, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

AYE, Tun, Mr., Central Executive Committee member, Chamber of Commerce and Industry.

Workers' delegate

LWIN, Ohn, Mr., Supervisor, Jute Grading and Baling Factory, Myanmar Jute Industries.

NAMIBIE NAMIBIA

MINISTER ATTENDING THE CONFERENCE

WITBOOI, Hendrik, Mr., Minister of Labour and Manpower Development.

Accompanied by COETZEE, C., Ms., Private Secretary.

Government delegates

HIVELUAH, Shilikunye Tuli, Mr., Permanent Secretary for Labour and Manpower Development.

VAN ROOYEN, J.W.F., Mr., Director of Labour.

Adviser and substitute delegate

SHINGUANDJA, Bro Mathew, Mr., Labour Commissioner.

Adviser

KAVARI, Vitura, Mr., Control Labour Relations Officer, International Liaison Adviser.

Employers' delegate

SHIKANGALA, Simon, Mr., Training Manager, Namibia Employers' Federation.

Adviser and substitute delegate

MOUTON, Andries, Mr., Acting President, Namibia Employers' Federation.

Workers' delegate

ESAU, Bernhardt, Mr., General Secretary, National Union of Namibia Workers (NUNW).

Adviser and substitute delegate

KEMBA, Hangula Walter, Mr., First President, NUNW.

NEPAL

MINISTER ATTENDING THE CONFERENCE

TAMRAKAR, Ram Krishna, Mr., Minister of State for Labour and Industry.

Government delegates

REGMI, Govind Prasad, Mr., Acting Director-General, Department of Labour.

DHAKAL, Ram Babu, Mr., Officer in charge, Permanent Mission, Geneva.

Adviser and substitute delegate

LACOUL, Banmali Prasad, Mr., Chargé d'Affaires, Permanent Mission, Geneva.

Employers' delegate

MULMI, Anand Raj, Mr., Employers' Council; Vice-President, Federation of Chamber of Commerce and Industry.

Workers' delegate

BASNET, Laxman, Mr., Chairman, Nepal Trade Union Congress.

NICARAGUA

MINISTRO ASISTENTE A LA CONFERENCIA

ROSALES ARGÜELLO, Francisco, Sr., Ministro del Trabajo.

Delegados gubernamentales

GARACHE CASTELLON, Mario, Sr., Viceministro del Trabajo.

SEVILLA SIERO, Alvaro, Sr., Embajador; Representante Permanente en Ginebra.

Consejero técnico y delegado suplente

MIRANDA CASTILLO, Norman, Sr., Ministro consejero.

Consejeros técnicos

SABORIO ARGÜELLO, Julio, Sr., consejero, Misión Permanente en Ginebra.

MONTENEGRO DIAZ, Fanny, Sra., directora de Relaciones Internacionales y Cooperación Técnica.

Delegado de los empleadores

BENDAÑA, Julio César, Sr., Consejo Superior de la Empresa Privada.

Delegado de los trabajadores

MORENO, Roberto, Sr., secretario general de la Central de Acción de Unificación Sindical.

Consejero técnico

PALACIOS BENAVIDEZ, Alba, Sra., secretaria de Relaciones Internacionales, Asociación de Trabajadores del Campo.

NIGER

MINISTRE ASSISTANT À LA CONFÉRENCE

MADOUGOU, Salissou, M., ministre de la Fonction publique, du Travail et de l'Emploi.

Délégués gouvernementaux

MAMADOU, Baba Omar, M., directeur du travail et de la sécurité sociale.

MAYAKI, Youssouf, M., directeur général de la Caisse nationale de sécurité sociale.

Conseiller technique

AHMET, Akilou, M., conseiller juridique à la Caisse nationale de sécurité sociale.

Délégué des employeurs

SABO, Issoufou, M., membre du bureau du Syndicat patronal des entreprises et industries du Niger (SPEIN).

Conseiller technique et délégué suppléant

SEYBOU, Saley, M.

Délégué des travailleurs

MAYAKI, Ibrahim, M., secrétaire général de l'Union des syndicats des travailleurs du Niger (USTN).

Conseiller technique

DADDO, Mahaman Mansour, M., secrétaire général aux relations extérieures de l'USTN.

NIGÉRIA NIGERIA

MINISTER ATTENDING THE CONFERENCE

ELLAH, Francis, Mr., Secretary for Labour and Productivity.

Accompanied by WONODI, Okogbule, Mr., Special Assistant.

FASHOYIN, Tayo, Mr., Special Assistant.

Government delegates

WACHUKWU, Chukwu, Mr., Director-General, National Directorate of Employment.

WILLIAMS, F.O., Mr., Director, Trade Unions Services and Industrial Relations; Substitute Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

SIKOKI, G.S., Mr., Director of Finance and Supplies.

OKON, J.T., Mr., Deputy Director, International Labour Relations, Federal Ministry of Labour and Productivity.

HENRY, P.E., Mr., Registrar of Trade Unions.

ADABA, H.G.N., Mrs., Assistant Director, Factories Inspectorate.

OKOROMA, W.S., Mr., Personal Assistant to the Secretary for Labour and Productivity.

Advisers

RIMDAP, A. B., Mr., Chargé d'affaires a.i., Permanent Mission, Geneva.

OLADEJI, B.I.D., Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

IMOISILI, I.C., Mr., Director-General, Nigerian Employers' Consultative Association (NECA).

Advisers and substitute delegates

LAWAL, A., Mr., Chairman, Industrial Relations Committee, NECA.

FAGBEMI, J.O., Mr., President, NECA.

Advisers

YINUSA, Olufunmilayo, Mrs., Head, Small Business Unit, NECA.

DAMACHI, Ukandi, Mr., Member of the Governing Council, NECA.

LAR, Nimnan Vonzhi, Mr., Representative, Employers' Association of Nigeria.

Workers' delegate

BAFYAU, Paschal, Mr., President, Nigeria Labour Congress (NLC).

Advisers and substitute delegates

ANIGBO, A.M.O., Mr., Acting General Secretary, NLC.

OSHIOMHOLE, Adams, Mr., Deputy President, NLC.

GIMBASON, J.H., Mr., Member, National Executive Council, NLC.

ORE, G.B., Mr., Member, National Executive Council, NLC.

NORVÈGE NORWAY NORUEGA

MINISTER ATTENDING THE CONFERENCE

BERGE, Gunnar, Mr., Minister of Local Government and Labour.

Accompanied by VAERNO, Oscar, Mr., Ambassador; Permanent Representative.

SAND, Ulf, Mr., Secretary General, Ministry of Local Government and Labour.

ORSKAUG, Erik, Mr., State Secretary, Ministry of Local Government and Labour.

BLAALID, Jon, Mr., Director-General, Ministry of Local Government and Labour.

Government delegates

VIDNES, Oyvind, Mr., Deputy Director-General, Ministry of Local Government and Labour.

BRUAAS, Odd, Mr., Adviser, Ministry of Local Government and Labour.

Adviser and substitute delegate

MARKHUS, Sissel, Ms., Deputy Director-General, Ministry of Local Government and Labour.

Advisers

BERNHARDSEN, Jostein, Mr., Deputy Permanent Representative, Geneva.

EIDHAMMER, Asbjorn, Mr., Head of Division, Ministry of Foreign Affairs.

HUTCHISON, John Dag, Mr., Senior Executive Officer, Ministry of Foreign Affairs.

LUND, Bjorn Henrik, Mr., Adviser, Ministry of Local Government and Labour.

STROMMEN, Wgger Chr., Mr., First Secretary, Permanent Mission, Geneva.

OTHER PERSONS ATTENDING THE CONFERENCE

SUND, Kjell, Mr., Member of Parliament.

AUNE, Per, Mr., Member of Parliament.

Employers' delegate

BREVIG, Inger, Ms., Assistant Director, Confederation of Norwegian Business and Industry (NHO).

Adviser and substitute delegate

OSTMO, Trygve, Mr., Assistant Director, Federation of Norwegian Process and Manufacturing Industry.

Advisers

ODEGARD, Arvid R., Mr., Lawyer, NHO.

STOKLAND, Kirsti, Ms., Company Adviser, NHO.

LINDEFJELD, Vidar, Mr., Director, NHO.

Workers' delegate

PEDERSEN, Evy Buverud, Ms., Secretary, Norwegian Confederation of Trade Unions (LO).

Adviser and substitute delegate

DAHL, Karl Nandrup, Mr., Attorney-at-Law, Norwegian Confederation of Trade Unions.

Advisers

IVERSEN, Anders, Mr., Secretary, LO.

MORIN, Aase, Ms., Secretary, LO.

THEODORSEN, Karin Beate, Ms., Secretary, LO.

NOUVELLE-ZÉLANDE NEW ZEALAND NUEVA ZELANDIA

MINISTER ATTENDING THE CONFERENCE

McTIGUE, Maurice, Mr., Minister of Labour.

Accompanied by SALTER, Diane, Ms., Chief Labour Market Analyst, Department of Labour.

WILKINS, Elizabeth, Ms., Senior Private Secretary to the Minister of Labour.

Government delegates

McLEA, Keith, Mr., Acting General Manager, Occupational Safety and Health Service, Department of Labour.

SILBERSTEIN, Joanne, Ms., Senior Adviser, Industrial Relations Service, Department of Labour.

Advisers and substitute delegates

BISLEY, Alastair, Mr., Ambassador; Permanent Representative, Geneva.

DUNCAN, Lucy, Ms., First Secretary, Permanent Mission, Geneva.

FEARNLEY, Clare, Ms., Second Secretary, Permanent Mission, Geneva.

RICHARDS, Margaret, Ms., International Liaison Officer, Department of Labour; Government Representative, Governing Body of the ILO.

Employers' delegate

MARSHALL, Steve, Mr., Chief Executive, New Zealand Employers' Federation; Substitute Member, Governing Body of the ILO.

Adviser and substitute delegate

HOLDSWORTH, Simon, Mr., President, Auckland Employers' Association.

Workers' delegate

WILSON, Ross, Mr., Vice-President, New Zealand Council of Trade Unions.

Adviser and substitute delegate

SCOTT, Terry, Mr., President, Southern Branch, New Zealand Firefighters' Union.

OUGANDA UGANDA

MINISTER ATTENDING THE CONFERENCE

EJALU, Ateker, Mr., Minister of Labour and Social Affairs.

Government delegates

NASSIWA LWANGA, Mary Ann, Ms., Permanent Secretary, Ministry of Labour and Social Affairs.

OLWENY, Claudius Mary, Mr., Labour Commissioner.

Adviser

KATEMBWE, Abel, Mr., Managing Director, National Social Security Fund.

Employers' delegate

KASWARRA RWAMURA, Joël Max, Mr., Executive Director Federation of Uganda Employers.

Advisers

ABALIWANO, Albert Brever, Mr., Director, Muljbhai Madhrani, Group of Companies; Chairman, Federation of Uganda Employers.

ZARAMBA NASIMOLO, Jeninah, Mrs., Deputy General Manager, Uganda Commercial Bank.

Workers' delegate

MUKASA, Mudirikadhi Katigyika, Mr., Secretary-General, National Organization of Trade Unions.

PAKISTAN

MINISTER ATTENDING THE CONFERENCE

IJAZ-UL-HAQ, Muhammad, Mr., Minister of Labour, Manpower and Overseas Pakistanis.

Accompanied by HAMMED, Sultan A., Mr., Secretary, Ministry of Labour, Manpower and Overseas Pakistanis.

Government delegates

KAMAL, Ahmad, Mr., Ambassador, Permanent Representative, Geneva.

KHAN, Khalique Ahmad, Mr., Joint Secretary, Labour Division, Ministry of Labour.

Adviser and substitute delegate

BALOCH, Irfan, Mr., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

TABANI, Ashraf W., Mr., President, Employers' Federation of Pakistan (EFP); Member, Governing Body of the ILO.

Adviser and substitute delegate

SHARIF, Mohammed Mustafa, Mr., Secretary-General, EFP.

Workers' delegate

AHMED, Khurshid, Mr., General Secretary, All-Pakistan Federation of Trade Unions; Deputy Member, Governing Body of the ILO.

PANAMA

Delegados gubernamentales

ROSAS, Jorge Rubén, Sr., Ministro de Trabajo y Bienestar Social.

AMEGLIO SAMUDIO, Rossana L., Srta., Embajadora, Representante Permanente alterna en Ginebra.

Consejero técnico y delegado suplente

UCROS GALLARDO, Oscar, Sr., asesor del Ministro de Trabajo y Bienestar Social.

Consejero técnico

ORDOÑEZ, Gregorio, Sr., asesor laboral de la Presidencia de la República.

Delegado de los empleadores

TEJADA, Eduardo, Sr., gerente general de Acero Panamá, miembro de la junta directiva del Sindicato de Industriales de Panamá; representante del CONEP.

Delegado de los trabajadores

COBOS, Elberto, Sr., secretario general de la Central Nacional de Trabajadores de Panamá, representante del CONATO.

PAPOUASIE-NOUVELLE-GUINÉE
PAPUA NEW GUINEA
PAPUA NUEVA GUINEA

MINISTER ATTENDING THE CONFERENCE

MAIBAWA, Castan, Mr., Minister for Labour and Employment.

Accompanied by GAIGE, Peter, Mr., Member for Obura-Wanenara.

ARIOTA, Roy, Mr., Electoral Staff.

Government delegates

JOEL, Aphmeledy Kaumata, Mr., Secretary, Department of Labour and Employment.

TANU, Liga, Mr., Acting Assistant Secretary, Labour Administration.

Adviser and substitute delegate

DIALLA, Arthur, Mr., Director, ILA.

Advisers

HARE, Lari, Mr., Acting First Secretary, Department of Personnel Management.

BAGASEL, John, Mr., Director, National Tripartite Consultative Council.

Employers' delegate

KEP, Max, Mr., Director, Employers' Federation of Papua New Guinea.

Workers' delegate

KUTAL, Jack, Mr., PNG, General Secretary, Public Employees' Association.

PARAGUAY

Delegados gubernamentales

PACIELLO, Oscar, Sr., Ministro de Justicia y Trabajo.

GONZALEZ ARIAS, Luis, Sr., Embajador ante la Confederación Suiza.

Consejero técnico

CANO RADIL, Bernardino, Sr., diputado nacional.

Delegado de los empleadores

JARA AVELLI, Arturo, Sr., presidente de la Unión Industrial Paraguaya.

Delegado de los trabajadores

ETCHEVERRI ESPINOLA, Julio, Sr., secretario general de la Confederación Paraguaya de Trabajadores (CPT).

Consejeros técnicos

OJEDA VILLAMAYOR, Gregorio Ramon, Sr., secretario general del Sindicato Nacional de Trabajadores de la Construcción (SINATRAC).

LEDESMA, Alcibiades, Sr., secretario general del Sindicato del Banco Nacional de Trabajadores.

CHAMORRO, Félix, Sr., secretario general del Sindicato de Confecciones y Sastres.

LOPEZ, Geronimo, Sr., secretario general del Sindicato de Revisteros.

PAYS-BAS NETHERLANDS
PAÍSES BAJOS

MINISTER ATTENDING THE CONFERENCE

ROZENDAL, Frank, Mr., Minister of Labour and Social Affairs for the Netherlands Antilles.

Accompanied by BORSTLAP, Hans, Mr., Director-General for General Policy Affairs; Ministry of Social Affairs and Employment.

Government delegates

ROOD, Max, Mr., Professor of Labour Law, Leiden University; Former Minister of Interior.

SCHRAMA, Henk, Mr., Director, Department of International Affairs, Ministry of Social Affairs and Employment.

Advisers and substitute delegates

BODDENS HOSANG, Johan Fredrik, Mr., Ambassador; Permanent Representative, Geneva.

HAGEN, Kees, Mr., Counsellor, Social Affairs, Permanent Mission, Geneva.

Advisers

STOKVIS, Laurent-Louis, Mr., Counsellor, Permanent Mission, Geneva.

VAN BLANKENSTEIN, Jan, Mr., Deputy Head, International Social Affairs Branch, Ministry of Social Affairs and Employment.

BODELIER, Lei, Mr., Senior Policy Adviser, Labour Relations, Ministry of Social Affairs and Employment.

DA COSTA-GEVEKE, Else, Mrs., Policy Adviser with the International Organizations Desk, Ministry of Foreign Affairs.

DE JONG, Heiko S.R., Mr., Policy Adviser, Department of Labour and Social Affairs, Netherlands Antilles.

KAREL, Elco, Mr., Director, Ministry of Labour and Social Affairs, Netherlands Antilles.

KUGGELEIJN, Rolf, Mr., Policy Adviser, International Social Affairs Branch, Ministry of Social Affairs and Employment.

VAN DE REE, Willem, Mr., Chief, International Social Affairs, Ministry of Social Affairs and Employment.

OTHER PERSONS ATTENDING THE CONFERENCE

GROENMAN, Louise, Mrs., Member of Parliament.

EISSES-TIMMERMAN, Klaasje, Mrs., Member of Parliament.

TERPSTRA, Gerrit H., Mr., Member of Parliament.

Employers' delegate

HAK, Cornélie, Miss, Adviser, International Social Affairs, Federation of Netherlands' Industry (VNO); Member, Governing Body of the ILO.

Advisers

CORDESIUS, Marinus, Mr., Royal Netherlands Horeca Federation.

VAN DUN-DE MEESTER, Ineke, Mrs., Secretary, VNO.

HUNTJENS, Ton, Mr., Secretary, VNO.

RUDOLPH, Romanus, Mr., Member, Curaçao Business Association, Netherlands Antilles.

SCHOENMAECKERS, Ton, Mr., Secretary, Labour Relations, Federation of Netherlands Christian Employers.

Workers' delegate

SIETARAM, Amrita, Mrs., Executive Adviser, International Affairs, Christian Trade Union Federation (CNV).

Adviser and substitute delegate

VAN DE BURG, Ieke, Mrs., Member, Executive Board, Netherlands Trade Union Confederation, FNV.

Advisers

ELLIS-MARGARETHA, Monica, Mrs., Executive Member, "Sentral di Sindikatonan di Korsou", Netherlands Antilles.

ETTY, Tom, Mr., Adviser, International Affairs, Netherlands Trade Union Confederation (FNV).

VAN OSCH, Thera, Mrs., Adviser, International Affairs, FNV.

VERBURG, Gerda, Mrs., Executive Member, CNV.

WILDERS, Marcel, Mr., Policy Adviser, Occupational Health and Safety, FNV.

SEMEREL, Oscar L., Mr., Secretary-General, Central General de Trabajadores de Curaçao (GCTC).

PÉROU PERU

MINISTRO ASISTENTE A LA CONFERENCIA

ANTONIOLI VAZQUEZ, Augusto, Sr., Ministro de Trabajo y Promoción Social.

Acompañado de URRUTIA, José, Sr., Embajador, Representante Permanente en Ginebra.

Delegados gubernamentales

VILLAR AGUIRRE, Luis Alberto, Sr., Viceministro de Trabajo.

DE LAS CASAS CRAVERO, Pedro Angel, Sr., Viceministro de Promoción Social.

Consejeros técnicos y delegados suplentes

GUTIERREZ, Gonzalo, Sr., consejero, Misión Permanente en Ginebra; representante gubernamental del Consejo de Administración de la OIT.

BENAVIDES BOERO, Carlos, Sr., consejero técnico del Ministerio de Trabajo y Promoción Social.

LAOS CACERES, Teresa Nancy, Sra., consejera técnica del Ministerio de Trabajo y Promoción Social.

Consejeros técnicos

PRADO, Javier, Sr., tercer secretario, Misión Permanente en Ginebra.

TINCOPA, Romy, Srta., tercera secretaria, Misión Permanente en Ginebra.

PEREZ DEL SOLAR, Eduardo, Sr., tercer secretario, Misión Permanente en Ginebra.

BONILLA DE VILLAR, Elva, Sra.

REVERDITTO REYES, Carmen, Sra.

DELUCHI DE ANTONIOLI, Nelly, Sra.

DE LAS CASAS, Isabel, Sra.

Delegado de los empleadores

ZAVALA COSTA, Jaime, Sr., Confederación Nacional de Instituciones Empresariales Privadas (CONFIEP).

Consejeros técnicos y delegados suplentes

BARRENECHEA CALDERON, Julio César, Sr.

PEDRAZA AZURIN, Néstor, Sr.

ZEGARRA GARNICA, Federico, Sr.

MENDOZA CAVERO, Daniel, Sr.

Consejero técnico

DE ZAVALA, Fátima, Sra.

Delegado de los trabajadores

LAZO PERALTA, Alejandro, Sr., secretario general de la Central Autónoma de Trabajadores del Perú (CATP).

Consejeros técnicos y delegados suplentes

CRUZADO ZAVALA, Juan, Sr., Secretario de Asuntos Internacionales de la Confederación de Trabajadores del Perú.

LUNA ROJAS, Juan, Sr., secretario general de la Confederación de Trabajadores del Perú.

HERNANDEZ VALLE, Teódulo, Sr., secretario general de la Confederación General de Trabajadores del Perú.

PHILIPPINES PHILIPPINES FILIPINAS

MINISTER ATTENDING THE CONFERENCE

ROLDAN-CONFESOR, Ma. Nieves, Mrs., Secretary of Labor and Employment.

Accompanied by BAUTISTA, Lilia, Ms., Ambassador; Permanent Representative, Geneva.

GONZALES, Neptali, Mr., Senator.

RASUL, Santanina, Mrs., Senator.

ROCO, Raul, Mr., Senator.

TOLENTINO, Arturo, Mr., Senator.

BAGATSING, Amado, Mr., Congressman.

ISIDRO, Martin, Mr., Congressman.

ROMERO, Miguel, Mr., Congressman.

TUAZON, Rodolfo, Mr., Congressman.

VILLAVIZA, Alejandro, Mr., Congressman.

Government delegates

BRILLANTES, Jose, Mr., Undersecretary for Employment and Manpower Development, Department of Labor and Employment.

LAGUESMA, Bienvenido, Mr., Undersecretary for Labor Relations, Department of Labor and Employment; Government Respresentative, Governing Body of the ILO.

Advisers and substitute delegates

PINEDA, Carmelita, Ms., Executive Director, National Wages and Productivity Commission.

SUSI, Pedrito, Mr., Regional Director, Region 10.

Advisers

OPLE, Blas, Mr., Chairman, Committee on Foreign Relations; Member, Committee on Labor and Employment, the Senate; Member of Congress.

HERRERA, Ernesto, Mr., Chairman, Committee on Labor and Employment, the Senate; Member of Congress.

TATAD, Francisco, Mr., Senator.

VELOSO, Alberto, Mr., Chairman, Committee on Labor and Employment, the Lower House; Member of Congress.

LAGMAN, Edcel, Mr., Congressman.

LOPEZ, Elias, Mr., Congressman.

DE CASTRO-MULLER, Bernarditas, Mrs., Second Secretary, Philippine Mission, Geneva.

PALMA, Leo, Mr., Labor Attaché, Permanent Mission, Geneva.

BELLEZA, Arnold, Mr., Executive Assistant, Office of the Secretary of Labor and Employment.

Employers' delegate

TAN, Ancheta, Mr., President, Employers' Confederation of the Philippines.

Advisers

SORIANO, Rene, Mr., Governor, Employers' Confederation of the Philippines.

DEEN, Danilo, Mr., Cebu Chamber of Commerce and Industry, Employers' Confederation of the Philippines.

INOCENTES, Raoul, Mr., Governor, Employers' Confederation of the Philippines.

HERNANDEZ, Benildo, Mr., Employers' Confederation of the Philippines.

TAN, Mathew, Mr.

Workers' delegate

MENDOZA, Democrito, Mr., President, Trade Union Congress of the Philippines; Member, Governing Body of the ILO.

Advisers

TAN, Juan, Mr., President, Federation of Free Workers.

DINGLASAN, Andres, Mr., National President, Philippine Transportation and General Workers' Organization.

JABAR, Ramon, Mr., National Vice-President, Federation of Free Workers.

OLIVEROS, Floro, Mr., Administrator, Federation of Free Workers.

DEL PRADO, Gregorio, Mr., President, Alliance of Filipino Workers.

SENO, Cecilio, Mr., National Executive Vice-President, Associated Labor Union.

POLOGNE POLAND POLONIA

MINISTER ATTENDING THE CONFERENCE

BONI, Michal, Mr., Secretary of State, Ministry of Labour and Social Policy.

Government delegates

WOYCICKA, Irena, Mrs., Under-Secretary of State, Ministry of Labour and Social Policy.

DEMBINSKI, Ludwik, Mr., Ambassador; Permanent Mission, Geneva.

Advisers and substitute delegates

BACZKOWSKI, Andrzej, Mr., Under-Secretary of State, Ministry of Labour and Social Policy.

PRZYGODZKI, Stanislaw, Mr., Minister; Permanent Mission, Geneva.

HENCZEL, Remigiusz A., Mr., Director, Department of International Cooperation, Ministry of Labour and Social Policy.

Advisers

SOBOTKA, Elzbieta, Mrs., Adviser to the Minister of Labour and Social Policy.

LEMIESZEWSKA, Renata, Miss, Expert, Ministry of Labour and Social Policy.

KAZANA, Leszek, Mr., Expert, Ministry of Foreign Affairs.

LUBIEWA-WIELEZYNSKI, Wojciech, Mr., Director, Industrial Chemistry Institute.

Employers' delegate

MACHALSKI, Andrzej, Mr., President, Confederation of Polish Employers.

Adviser and substitute delegate

RACZKA, Krzysztof, Mr., Director, Law Department, Confederation of Polish Employers.

Advisers

GERSDORF, Malgorzata, Mrs., Adviser to the President of the Confederation of Polish Employers.

JASIENSKA, Aleksandra Ludwika, Mrs., Director, Foreign Relations Department, Confederation of Polish Employers.

Workers' delegate

SPYCHALSKA, Ewa, Mrs., Chairperson, Polish Trade Union Alliance.

Adviser and substitute delegate

WOJCIK, Tomasz, Mr., Member, Presidium of the National Commission; Chairman, "Dolny Slask" Region, NSZZ Solidarnosc; Deputy Member, Governing Body of the ILO.

Advisers

SMOLAREK, Ryszard, Mr., Member of the Parliament/Sejm, Member of the Main Council, National Union of Farmers and Farmers' Organizations.

DRZEWICKI, Krzysztof, Mr., Adviser, National Commission, NSZZ Solidarnosc.

SWITALA, Jan, Mr., Director, Foreign Relations Department, Polish Trade Union Alliance (OPZZ).

MIZIOLEK, Elzbieta, Mrs., Member of the Presidium, Independent Self-Governing Trade Union of Individual Farmers Solidarnosc.

PORTUGAL

MINISTRES ASSISTANT À LA CONFÉRENCE

SILVA PENEDA, José Albino, M., ministre de l'Emploi et de la Sécurité sociale.

PINTO CARDOSO, Antonio, M., secrétaire d'Etat de l'emploi et de la formation professionnelle.

Accompagné de POLICARPO, Maria José, M^{me}, chef de Cabinet, ministère de l'Emploi et de la Sécurité sociale.

Délégués gouvernementaux

DA SILVA, Zozimo, M., ambassadeur; représentant permanent, mission permanente, Genève.

DIAS, Amadeu, M., directeur général des relations du travail, ministère de l'Emploi et de la Sécurité sociale.

Conseillers techniques

DE BARROS, Luis Cristina, M., représentant permanent adjoint, mission permanente, Genève.

GONCALVES DA SILVA, Rui, M., directeur régional du travail de la région autonome de Madère.

BASTOS, Luis, M., directeur régional de l'emploi de la région autonome des Açores.

PINTO BELO, José Antonio, M., directeur des Services du travail et de l'emploi du territoire de Macao.

DE CAMPOS, Maria de Fatima Falcao, M^{me}, directeur des Services du travail (MESS).

ALMEIDA RIBEIRO, Maria Candida, M^{me}, directeur du Cabinet de coopération avec l'Afrique (MESS).

ROBERT LOPES, Maria Helena, M^{me}, direction générale des relations du travail (MESS).

DE ALMEIDA, Luis Tome, M., conseiller pour les affaires du travail et de l'emploi, mission permanente à Genève.

BOTAO, Antonio, M., conseiller économique, mission permanente à Genève.

ARAUJO, Liliana Goureia, M^{me}, deuxième secrétaire, mission permanente à Genève.

REPRÉSENTANTS DES GOUVERNEMENTS PROVINCIAUX ACCOMPAGNANT LA DÉLÉGATION

BRAZAO DE CASTRO, Eduardo, M., secrétaire régional des affaires parlementaires et de la communication de la région autonome de Madère.

GASPAR DA SILVA, Antonio, M., secrétaire régional à la jeunesse, de l'emploi, du commerce, de l'industrie et de l'énergie de la région autonome des Açores.

AUTRES PERSONNES ASSISTANT À LA CONFÉRENCE

ROQUE, Acácio, M., représentant de la Commission de travail, Sécurité sociale et famille.

PUIG, José, M.

PENEDOS, Arthur, M.

TEIXEIRA, Apolónia, M^{me}.

DAMIAO, Elisa, M^{me}, présidente de la Commission de travail, Sécurité sociale et Famille.

Délégué des employeurs

VAN ZELLER, Francisco B., M., vice-président de l'Association portugaise des entreprises industrielles de produits chimiques; administrateur d'entreprises.

Conseillers techniques

SALGUEIRO, Heitor Flávio Fernandes, M., directeur général adjoint de la Confédération de l'industrie portugaise (CIP).

COSTA ARTUR, Alexandra, M^{me}, expert de la Confédération portugaise du commerce (CCP).

DA ROCHA NOVO, Gregório, M., expert, CIP.

SA E MELLO, Alberto, M., expert de la CCP.

PEREIRA FERNANDES, Rui Manuel G., M., secrétaire général de l'Association commerciale et industrielle de Funchal, Madère.

CUSTODIO, Mário Correia, M., secrétaire général de la Chambre de commerce et d'industrie des Açores.

Délégué des travailleurs

LANCA, Florival Rosa, M., membre, Commission exécutive du Conseil national, Confédération générale des travailleurs portugais CGTP-IN.

Conseiller technique et délégué suppléant

DE CARVALHO, Carlos Antonio, M., membre du Conseil national de la CGTP-IN.

Conseillers techniques

GUIMARAES, Nanda, M^{me}, secrétaire national de l'UGT.

PINTO, Rui, M., juriste de la CGTP-IN.

QUINTANOVA, Eduardo, M., membre de l'UGT.

FERNANDES, Maria do Carmo, M^{me}, expert de l'UGT.

TRINDADE, Carlos, M., membre de la Commission exécutive de la CGTP-IN.

CASTRO, Maria Emilia, M^{me}, membre de la Commission exécutive de la CGTP-IN.

MAURICIO, Fernando, M., chef adjoint du département des relations internationales de la CGTP-IN.

QATAR

MINISTER ATTENDING THE CONFERENCE

AL-DERHEM, Abdul Rahman Bin Saad, Mr., Minister of Labour, Social Affairs and Housing.

Government delegates

AL-MAHMOUD, Mohd Sa'ad, Mr., Director, Labour Department.

BUSHARBAK, Mohammad Saeed, Mr., Head, Employment Section.

Advisers and substitute delegates

AL-SULAITI, Hamad Khamis, Mr., Director, Minister's Office.

KALLA, Mohammad Ali, Mr., Assistant Director, Planning and Follow-up.

DAHAM, Najeeb Mubarak, Mr., Labour Inspector.

AL-THANI, Sheikh Fahad Awaida, Mr., Ambassador, Permanent Representative, Geneva.

Employers' delegate

AL-THANI, Abdul Aziz Mohammad Bin Saud, Mr., Director, Administrative Affairs, Qatar Chamber of Commerce and Industry.

Workers' delegate

AL-BUAINAIN, Abdul Rahman Nasser, Mr., Chairman, Workers' Committee, Qatar General Petroleum Corporation.

ROUMANIE ROMANIA RUMANIA

MINISTRE ASSISTANT À LA CONFÉRENCE

POPESCU, Dan-Mircea, M., ministre du Travail et de la Protection sociale.

Accompagné de NEAGU, Romulus, M., ambassadeur; représentant permanent à Genève.

MIHAI, Petrica, M., expert, ministère du Travail et de la Protection sociale.

Délégués gouvernementaux

BREHOI, Gheorghe, M., secrétaire d'Etat au ministère du Travail et de la Protection sociale; représentant gouvernemental au Conseil d'administration du BIT.

POPESCU, Andrei, M., directeur, Direction des relations internationales, ministère du Travail et de la Protection sociale.

Conseillers techniques et délégués suppléants

MIRCEA, Tudor, M., conseiller à la mission permanente à Genève; représentant gouvernemental suppléant au Conseil d'administration du BIT.

BABEANU, Constantin, M., expert au ministère du Travail et de la Protection sociale; représentant gouvernemental suppléant au Conseil d'administration du BIT.

VOICULESCU, Nicolae, M., troisième secrétaire au ministère des Affaires étrangères.

Conseillers techniques

SANDRU, Victoria, M^{me}, expert au ministère des Affaires étrangères.

LEUCA, Mitrica, M., directeur, Département de la protection du travail.

Délégué des employeurs

DOBRIN, Mircia, M., directeur général exécutif, Confédération nationale des employeurs.

Conseillers techniques et délégués suppléants

CHELARIU, Stefan, M., président de l'Union nationale du patronat.

HIDOS, Cornel, M., directeur général adjoint exécutif, Confédération nationale des employeurs.

Conseillers techniques

POPOVICI, Liviv, M., conseiller, Union nationale des employeurs.

SANDU, Ioan, M., conseiller, Union nationale des employeurs.

ZARA, Paul, M., représentant du patronat au secrétariat tripartite.

Délégué des travailleurs

HOSSU, Iliu-Bogdan, M., président de la Confédération nationale des syndicats du Cartel syndical «Alfa».

Conseillers techniques et délégués suppléants

CIORBEA, Victor, M., président de la Confédération des syndicats libres.

LUCA, Liviv, M., vice-président du Cartel syndical «Alfa».

COSMA, Miron, M., président de la Confédération des syndicats miniers.

PASCA, Gheorghe, M., chef de département à la Confédération nationale des syndicats libres.

Conseillers techniques

STAN, Sorin, M., vice-président, Confédération syndicale «Fratia».

MITREA, Miron, M., président exécutif de la Confédération syndicale «Fratia».

CORNEL MURAT, Ivlian, M., président de la Fédération syndicale des sidérurgistes.

MIRON, Gheorghe, M., vice-président de la Confédération nationale «METAL».

Personne désignée en conformité avec l'article 2, alinéa 3 i), du Règlement de la Conférence

CRISTESCU, Dan, M., vice-président du Bloc national syndical.

ROYAUME-UNI UNITED KINGDOM REINO UNIDO

MINISTER ATTENDING THE CONFERENCE

WIDDECOMBE, Ann, Ms., Parliamentary Under-Secretary of State for Employment.

Accompanied by SHIPP, Patrick, Mr., Private Secretary.

LEWIS, Leigh, Mr., Head, International Division, Department of Employment.

Government delegates

WESTON, Mark, Mr., Head of International Relations Branch, Department of Employment.

HARTWELL, Matilda, Ms., Principal, Department of Employment; Government Representative, Governing Body of the ILO.

Advisers and substitute delegates

MORLAND, Martin R., Mr., Permanent Representative, Geneva.

CHAPLIN, Edward G.M., Mr., Deputy Permanent Representative, Geneva.

ANDREWS, Keith, Mr., Senior Executive Officer, Department of Employment; Substitute Government Representative, Governing Body of the ILO.

Advisers

FULLAM, Brian W., Mr., Head of Hazardous Installations Policy Unit, Health and Safety Executive.

HIPKIN, Mary, Ms., Principal, Department of Employment.

PERRY, Geoff, Mr., First Secretary, Permanent Mission, Geneva.

SIMMONS, Tim, Mr., First Secretary, Permanent Mission, Geneva; Government Substitute Representative, Governing Body of the ILO.

BOARDMAN, Sarah, Mrs., Third Secretary, Permanent Mission, Geneva.

DANSON, Ian, Mr., United Nations Department, Foreign and Commonwealth Office.

BLAGGROVE, Angela, Ms., Executive Officer, Department of Employment.

CARSON, David, Mr., Industrial Relations Division, Department of Economic Development, Northern Ireland.

SAI-YIU, Mak, Mr., Assistant Commissioner for Labour, Labour Department, Hong Kong.

OTHER PERSONS ATTENDING THE CONFERENCE

REID, Graham, Mr., Director, Industrial Relations and International Directorate, Department of Employment.

GIBSON, David, Mr., Under Secretary, Department of Economic Development, Northern Ireland.

CORNELIUS, Rosina, Mrs.

PARKER, Peter, Mr., Head of Individual Employment Rights, Employee Involvement Branch, Department of Employment.

Employers' delegate

MACKIE, Anne, Miss, Confederation of British Industry (CBI); CBI Consultant on International Labour Affairs; Member, CBI International Employment Affairs Panel; Member, Governing Body of the ILO.

Advisers

CASTLE, Charles H.A.F., Mr., CBI Consultant on International Labour Affairs.

CHESHIRE, Don, Mr., Director, Organization Resources Counsellors, Inc. (ORC).

CAMPBELL, P., Mr., Member, CBI Technical Adviser.

WILD, Alan, Mr., Director of Employee Relations, Grand Metropolitan plc.

FRANCE, Deborah, Miss, Head, International Social Affairs Group, CBI.

RICHARDS, Philip, Mr., Representative of the Engineering Employers' Federation.

SOMERVILLE, Michael N., Mr., Employers' Representative, Labour Advisory Board, Hong Kong.

Persons appointed in accordance with Article 2, paragraph 3(i), of the Standing Orders of the Conference

PRICE, Richard H., Mr., Deputy Director-General, CBI.

DAVIES, Camilla, Miss, Assistant, International Social Affairs Group, CBI.

Workers' delegate

BRETT, William, Mr., General Secretary, Institution of Professionals, Managers and Specialists; Member, Governing Body of the ILO.

Advisers

LENAHAN, Peter, Mr., Member of the Executive, Union of Construction, Allied Trades and Technicians; Member, General Council of the TUC.

LOVE, Ina, Mrs., Member, Executive Council, National Union of Public Employees; Member, General Council, TUC.

SMITH, Alexander, Mr., Member, General Council, TUC.

THOMAS, Ken, Mr., Former General Secretary, Civil and Public Services Association; Former Member, General Council, TUC.

GRANTHAM, Roy, Mr., National APEX Officer of the GMB; Former General Secretary, Association of Professional, Executive, Clerical and Computer Staff.

STEYNE, Simon, Mr., International Department, TUC.

FU-WAH, Leung, Mr., Employees' Representative, Labour Advisory Board, Hong Kong.

Persons appointed in accordance with Article 2, paragraph 3(i), of the Standing Orders of the Conference

WILLIS, Norman, Mr., General Secretary, TUC.

WALSH, Michael, Mr., Head, International Department, TUC.

WATSON, Annie, Ms., Assistant, International Department, TUC.

CAMERON, Ken, Mr., General Secretary, Fire Brigades Union.

DE GRUCHY, Nigel, Mr., General Secretary, National Association of Schoolmasters and Union of Women Teachers.

BINKS, Gwenda, Ms., President, Inland Revenue Staff Federation.

WINTERS, Janet, Ms., TUC.

THOMAS, Nora, Mrs., TUC.

COXHEAD, Margaret, Ms., TUC.

FÉDÉRATION DE RUSSIE
RUSSIAN FEDERATION
FEDERACIÓN DE RUSIA

MINISTRE ASSISTANT À LA CONFÉRENCE

MELIKIAN, G.G., M., ministre du Travail.

Délégués gouvernementaux

EVLYUKHIN, Y.Y., M., chef, Département de la coopération internationale, ministère du Travail.

BORCHEVSKY, E.I., M., chef adjoint de département, ministère des Affaires étrangères.

Conseillers techniques et délégués suppléants

LOCHININE, V.V., M., représentant permanent adjoint à Genève; représentant gouvernemental suppléant au Conseil d'administration du BIT.

KRASILNIKOV, S.R., M., chef adjoint du Département de la coopération internationale au ministère du Travail; représentant gouvernemental au Conseil d'administration du BIT.

Conseillers techniques

PACHKEVICH, K.A., M., chef adjoint du Service de l'administration du gouvernement.

GUERBOV, V.M., M., chef de section, Département de la coopération internationale, ministère du Travail.

ORLOV, A.V., M., conseiller en chef à la mission permanente à Genève.

SHARIKOV, L.P., M., chef de division, ministère du Travail.

MELEKH, A.I., M., attaché à la mission permanente à Genève.

AUTRES PERSONNES ASSISTANT À LA CONFÉRENCE

ZAKHAROV, M.L., M., président de la Commission de la politique sociale du Soviet des Républiques, Soviet suprême de la Fédération de Russie.

LUGOVOI, A.N., M., président de la Sous-commission des relations du travail, Commission de la politique sociale du Soviet des Républiques, Soviet suprême de la Fédération de Russie.

Délégué des employeurs

KOLMOGOROV, V.P., M., vice-président de l'Union russe de l'artisanat et des employeurs.

Conseillers techniques

BOLDEMAROVA, E.V., M^me^, co-présidente, Confédération moscovite de l'artisanat et des employeurs.

ALEKSEEV, S.M., M., membre du Conseil d'échanges du stock central d'échanges de Moscou.

SIDORIN, A.M., M., vice-président de l'Union russe des constructeurs.

Délégué des travailleurs

KLOCHKOV, I.E., M., président de la Fédération des syndicats indépendants de la Fédération de Russie; membre du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

RESHETNIKOV, E.N., M., chef de la section internationale de la Fédération des syndicats indépendants.

Conseillers techniques

KHRAMOV, S.V., M., président du syndicat «Sotsprof».

SEMENOV, D.A., M., co-président du Conseil de coordination du syndicat «Sotsprof».

MEDVEDEV, V., M., secrétaire du Conseil de la Fédération des syndicats indépendants

KRYLOV, K., M., secrétaire du Conseil de la Fédération des syndicats indépendants.

LVOV, O., M., secrétaire international de «Sotsprof».

RWANDA

MINISTRE ASSISTANT À LA CONFÉRENCE

NDASINGWA, Landoald, M., ministre du Travail et des Affaires sociales.

Délégués gouvernementaux

KARAMAGE, Augustin, M., ambassadeur; représentant permanent à Genève.

NYIRAMUGWERA, Jacqueline, M^lle^, chef de division, ministère du Travail et des Affaires sociales.

Délégué des employeurs

KANYARWANDA, Claudien, M., secrétaire général, Association des employeurs du Rwanda.

Délégué des travailleurs

MUNYAKAZI, Léopold, M., secrétaire général, Centrale des syndicats des travailleurs du Rwanda (CESTRAR).

SAINT-MARIN SAN MARINO

MINISTRE ASSISTANT À LA CONFÉRENCE

CANDUCCI, Sante, M., ministre du Travail et de la Coopération.

Délégués gouvernementaux

CECCHETTI, Domenico, M., directeur du Département du travail; coordinateur Secteur production et travail.

THOMAS, Dieter, M., ambassadeur; représentant permanent à Genève.

Conseillers techniques et délégués suppléants

MANCINI, Paolo, M., chef de Cabinet du ministre du Travail et de la Coopération.

ZEILER WERBROUCK, Huguette, M^me^, conseillère de la mission permanente à Genève.

Conseillers techniques

MANUZZI, Marino, M., directeur a.i. du Département du travail.

ALBERTINI-RENZI, Alessandra Maria, M^me^, expert du ministère des Affaires étrangères.

CESARINI, Vincenzo, M., responsable du Service de sécurité au travail.

ZUND, Brigitta, M^me^, secrétaire, mission permanente, Genève.

Délégué des employeurs

MORRI, Alessandro, M., secrétaire général de l'Association nationale de l'industrie de Saint-Marin.

Conseillers techniques et délégués suppléants

MENICUCCI, Romina, M^lle^, de l'Association nationale de l'industrie.

VAGNINI, William, M., fonctionnaire de l'Association nationale de l'industrie.

Conseillers techniques

GIORGI, Carlo, M., secrétaire général de l'Association nationale de l'industrie.

TASSO GARDINI, Anna Maria, M^me^, fonctionnaire de l'Association nationale de l'industrie.

VERONESI NACCARATO, Assunta, M^me^, fonctionnaire de l'Association nationale de l'industrie.

TERENZI, Gianfranco, M., président de l'Union nationale des artisans de Saint-Marin (UNAS).

CHEZZI, Alberto, M., secrétaire général de l'UNAS.

ALBERTINI, Massimo, M., fonctionnaire, UNAS.

Délégué des travailleurs

BECCARI, Marco, M., secrétaire général de la Confédération démocratique des travailleurs.

Conseiller technique et délégué suppléant

GIARDI, Maurizio, M., Secrétariat de la Confédération démocratique des travailleurs.

Conseillers techniques

CHIARUZZI, Pio, M., Secrétariat de la Confédération du travail.

MAURIACA, Carlos, M., Bureau international de la Confédération du travail.

LEARDINI, Livia, M^me^, membre du comité de direction de la Fédération de l'emploi public de la Confédération du travail.

SAO TOMÉ-ET-PRINCIPE SAO TOME AND PRINCIPE SANTO TOMÉ Y PRÍNCIPE

MINISTRE ASSISTANT À LA CONFÉRENCE

PIRES TINY, Olegario, M., ministre.

Délégués gouvernementaux

ESPIRITO SANTO, Juvenal P., M., directeur de l'Institut national de la sécurité sociale.

ARAGAO, André Aureliano, M., conseiller du ministre.

Délégué des travailleurs

AFONSO RITA, Cosme Bonfim, M., secrétaire général de l'UGT-STP, Union générale de Sao Tomé-et-Principe.

Conseiller technique

FORTUNATO PIRES, Francisco, M., représentant de l'Organisation nationale des travailleurs de Sao Tomé-et-Principe.

SÉNÉGAL SENEGAL

MINISTRE ASSISTANT À LA CONFÉRENCE

DIOP, Serigne, M., ministre de l'Emploi, du Travail et de la Formation professionnelle.

Accompagné de SENE, Alioune, M., ambassadeur, représentant permanent du Sénégal auprès de l'Office des Nations Unies.

TOURE, Tamaro, M^me^, directeur du travail et de la sécurité sociale.

Délégués gouvernementaux

DIALLO, Souleymane, M., chef de la Division du travail et des relations internationales.

FALL, Mangoné, M., inspecteur du travail et de la sécurité sociale.

Conseillers techniques et délégués suppléants

DIOUF, Name Birame, M., député à l'Assemblée nationale.

DIOP, Cheikh Tidiane, M., conseiller technique à la Primature.

GUEYE, Chimère, M., conseiller technique au Commissariat général de l'emploi.

FALL, Couty, M., directeur général de la Caisse de sécurité sociale.

BENGELOUN, Mohamed A.R., M., premier conseiller, ambassade à Berne.

DIATTA, Marie Angélique, M^me^, deuxième conseiller, mission permanente à Genève.

SANE, Moussa, M., secrétaire, mission permanente à Genève.

Délégué des employeurs

SOW, Amadou Moctar, M., président du Conseil national du patronat du Sénégal (CNP).

Conseillers techniques et délégués suppléants

BEYE, Papa Ibrahima, M., secrétaire permanent du CNP.

MBACKE, Aramine, M., président de la Commission sociale du CNP.

CAMA, Mansour, M., président de la Confédération nationale des employeurs du Sénégal (CNES).

DIOP, Youssoupha, M., secrétaire général de la CNES.

Délégué des travailleurs

DIOP, Madia, M., secrétaire général de la Confédération nationale des travailleurs du Sénégal (CNTS).

Conseillers techniques et délégués suppléants

NIASSE, Doudou Issa, M., secrétaire général adjoint de la CNTS.

MBAYE, Rawane, M., secrétaire confédéral chargé des relations extérieures, CNTS.

DIOP, Amadou Assane, M., secrétaire confédéral, CNTS.

MEDOR, Pierre, M., secrétaire confédéral chargé de la coopération, CNTS.

GUIRO, Mody, M., secrétaire confédéral chargé des affaires économiques, CNTS.

DIOP, Djiby, M., président de la Coordination des syndicats autonomes du Sénégal (CSA).

MARONE, Mbagnick, M., assistant du secrétaire général de la CNTS.

HAGNE, Mariétou, M., secrétaire général du Syndicat des travailleurs de l'Assemblée nationale, CNTS.

SIERRA LEONE SIERRA LEONA

MINISTER ATTENDING THE CONFERENCE

BROWNE, Alex R.E., Mr., Secretary of State, Labour Energy and Power.

Government delegates

BECKLEY, Naomi D.M., Mrs., Permanent Secretary, Department of Labour.

GENDA, Joseph P., Mr., Acting Commissioner for Labour.

Employers' delegate

KING, Jonathan, Mr., Executive Secretary, Employers' Federation, Sierra Leone.

Workers' delegate

YILLAH, Kandeh B., Mr., Secretary General, Labour Congress, Sierra Leone.

SINGAPOUR SINGAPORE SINGAPUR

MINISTER ATTENDING THE CONFERENCE

LEE, Boon Yang, Mr., Minister for Labour.

Government delegate

ONG, Yen Her, Mr., Divisional Director, Labour Relations, Ministry of Labour.

Advisers

KESAVAPANY, K., Mr., Ambassador; Permanent Representative, Geneva.

TAN, Yee Woan, Miss, First Secretary; Permanent Mission, Geneva.

CHEONG, Kok Wah, Mr., Third Secretary, Permanent Mission, Geneva.

Employers' delegate

TAN, Peng Boo, Mr., Executive Director, National Employers' Federation, Singapore.

Adviser

LEE, Ching Yen Stephen, Mr., President, National Employers' Federation, Singapore.

Workers' delegate

TAN, Dennis, Mr., First Secretary for Industrial Relations, National Trades Union Congress (TUC).

Advisers

GOH, Chee Wee, Mr., Deputy Secretary General, NTUC.

LEE, Foo Wah, Mr., President, Union of Mobil Employees.

GOVINDASAMY, K., Mr., General Secretary, Broadcasting Staff Union, Singapore.

SLOVAQUIE SLOVAKIA ESLOVAQUIA

MINISTER ATTENDING THE CONFERENCE

KELTOSOVA, Olga, Mrs., Minister of Labour, Social Affairs and Family.

Accompanied by DANIHEL, Miroslav, Mr., Director, Labour Section, Ministry of Labour, Social Affairs and Family.

Government delegates

KUBIS, Jan, Mr., Ambassador; Permanent Mission, Geneva.

HETTES, Miroslav, Mr., Ministry of Labour, Social Affairs and Family.

Advisers and substitute delegates

MUSIL, Miroslav, Mr., Permanent Mission, Geneva.

KONICKY, Dusan, Mr., Occupational Safety Office.

JALOVIAROVA, Lubica, Miss, Ministry of Foreign Affairs.

Adviser

GAJDOSIKOVA, Ludmila, Mrs., Ministry of Labour, Social Affairs and Family.

Employers' delegate

DUCKY, Jan, Mr., President of Industry Confederation.

Adviser and substitute delegate

SLUNCIK, Peter, Mr., Industry Confederation.

Advisers

BRUCKMAYER, Frantisek, Mr., Secretary-General, Association of Employers' Unions and Associations.

KATRIAK, Martin, Mr., Union of Consumer Cooperatives.

KNITL, Miroslav, Mr., Entrepreneurs Association.

BLANARIK, Miloslav, Mr., Industry Entrepreneurs Federation.

Workers' delegate

ENGLIS, Alojz, Mr., President, Confederation of Trade Unions.

Adviser and substitute delegate

KUREJ, Frantisek, Mr., Vice-President, Confederation of Trade Unions.

Advisers

KALINA, Vladimir, Mr., Confederation of Trade Unions.

PREISSINGER, Marian, Mr., Confederation of Trade Unions.

LIPTAK, Igor, Mr., Confederation of Trade Unions.

FORROVA, Magda, Mrs., Confederation of Trade Unions.

SLOVÉNIE SLOVENIA ESLOVENIA

MINISTER ATTENDING THE CONFERENCE

PUHAR, Jozica, Mrs., Minister of Labour, Family and Social Affairs.

Government delegates

TRATNIK, Lilijana, Mrs., Senior Adviser, Ministry of Labour, Family and Social Affairs.

CICEROV, Aleksander, Mr., Deputy Minister; Ministry of Labour, Family and Social Affairs.

Adviser and substitute delegate

GASPARIC, Jure, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

JAKOPANEC, Renata, Mrs., Head, Legal Department, Chamber of Economy.

Adviser and substitute delegate

ZUPANIC, Darko, Mr., General Secretary, Association of Employers and Industrialists.

Workers' delegate

GOLJEVSCEK, Boris, Mr., Secretary, Seamen's Union.

Advisers and substitute delegates

SKLEDAR, Stefan, Mr., Head, International Relations, Neodvisnost Confederation of New Trade Unions.

MISIC, Brane, Mr., Member of the Presidency, Independent Trade Unions of Slovenia.

SOMALIE SOMALIA SOMALIA

Government delegates

DUBAD, Mohamed Omar, Mr., Chargé d'affaires, Permanent Mission, Geneva.

ISSE, Ahmed A., Mr., Counsellor, Permanent Mission, Geneva.

SOUDAN SUDAN SUDÁN

MINISTER ATTENDING THE CONFERENCE

CASIANO, Dominic, Mr., Minister of Labour and Administrative Reform.

Government delegates

HAIDOUB, Abdelrahman Yousif, Mr., First Under-Secretary of Labour.

ABBAS, Mohamed, Mr., Director-General, International Labour Relations.

Advisers and substitute delegates

SAHLOUL, Ali Ahmed, Mr., Ambassador; Permanent Representative, Geneva.

GUBARTALLA, Ahmed A., Mr., Deputy Permanent Representative, Geneva.

ABDELAZIZ, Adil, Mr., Director-General, National Insurance Fund.

MOHAMED, Abdelgadir B., Mr., Director, Executive Office of the Minister of Labour.

ELNAW, Osama M., Mr., Labour Relations Officer.

ELKARIB, Mohamed A., Mr., Counsellor, Permanent Mission, Geneva.

HASSAN, Mohamed Y., Mr., Second Secretary, Permanent Mission, Geneva.

ABU BAKR, Mustafa E., Mr., Attaché, Permanent Mission, Geneva.

Employers' delegate

MUSTAFA, Mohamed E., Mr., Director, Employers' Federation.

Adviser and substitute delegate

YOUSIF, Ahmed I., Mr.

Workers' delegate

ABDON, Tagelsir, Mr., Chairman, Sudan Workers' Federation.

Advisers and substitute delegates

ALMANAN, Elsadig Atta, Mr., Secretary General, Workers' Federation.

ALI, Hassan M., Mr., Workers' Federation.

GANDOUR, Ibrahim A., Mr., Director, International Relations, Sudan Workers' Federation.

SRI LANKA

Government delegates

JAYASINGHE, S.S.A., Mr., Secretary, Ministry of Labour and Vocational Training.

WEERAKOON, G., Mr., Commissioner of Labour.

Adviser and substitute delegate

GOONETILLEKE, Bernard A.B., Mr., Ambassador, Permanent Representative, Geneva.

Advisers

WIMALASENA, R.P., Mr., Senior Assistant Secretary, Ministry of Labour and Vocational Training.

HAPANGAMA, T., Mr., Deputy Commissioner of Labour.

BANDUSENA, M.V., Mrs., Assistant Secretary, Ministry of Labour.

SENADEERA, G.T. ., Mr., First Secretary, Permanent Mission, Geneva.

DEWARAJA, A.Y., Ms., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

AMARASINGHE, E.F.G., Mr., Secretary-General, Employers' Federation of Ceylon.

Workers' delegate

SUNDARAM, M.P., Mr., Secretary (International Affairs), Ceylon Workers' Congress; Deputy Member, Governing Body of the ILO.

Adviser and substitute delegate

ATUKORALE, P., Mr., Deputy Chief Organizer, Jathika Sevaka Sangamaya.

Advisers

NAYAKKARA, P.B.D.J.W., Mr., Organizer, Jathika Sevaka Sangamaya.

SANDRASEKARA, Harry, Mr., Secretary, Industrial Relations, Ceylon Workers' Congress.

SENEVURATNE, Raja, Mr., General Secretary, Lanka Jathika Estate Workers' Union.

SIVARANI, T., Mrs., Women's Project Coordinator, Lanka Jathika Estate Workers' Union.

SUÈDE SWEDEN SUECIA

MINISTER ATTENDING THE CONFERENCE

HORNLUND, Börje, Mr., Minister of Labour.

Accompanied by EKSTROM, Göte, Mr., Under-Secretary of State, Ministry of Labour.

Government delegates

WIKLUND, Kerstin, Ms., Deputy Assistant Under-Secretary, Ministry of Labour.

JONZON, Björn, Mr., Deputy Assistant Under-Secretary, Ministry of Labour.

Adviser and substitute delegate

ASHUVUD, Ulrik, Mr., LL.M., Ministry of Labour.

Advisers

HALLGREN, Ola, Mr., Senior Programme Officer, Swedish International Development Authority.

JEPPSON, Anders, Mr., Head of Section, Ministry of Labour.

KASTBERG, Nils-Arne, Mr., Counsellor, Permanent Mission, Geneva.

LUNDSTROM, Inge, Mr., Head, Occupational Hygiene Department, National Board of Occupational Safety and Health.

WIKSTROM, Stig, Mr., Head of Section, Ministry of Labour.

OTHER PERSONS ATTENDING THE CONFERENCE

THALEN, Ingela, Ms., Member of Parliament, Chairman of the Committee on the Labour Market.

HOGMARK, Anders G., Mr., Member of Parliament.

AHLQVIST, Johnny, Mr., Member of Parliament.

ANDERSSON, Marianne, Ms., Member of Parliament.

BERGSTROM, Harald, Mr., Member of Parliament.

ANDERSSON, Hans, Mr., Member of Parliament.

UPMARK, Gunilla, Ms., Parliamentary, Deputy Head of the Secretariat, Committee on the Labour Market.

Employers' delegate

SELANDER, Sten, Mr., Legal Counsel, Swedish Employers' Confederation.

Advisers

CARLBERG, Sigurd, Mr., Director, Swedish Commercial and Service Employers' Association.

FROSTLING, Harald, Mr., Ph.D. Swedish Employers' Confederation.

MYRDAL, Hans-Göran, Mr., Director, Swedish Employers' Confederation.

OSTERBERG GROLL, Sonja, Ms., International Secretary, Swedish Employers' Confederation.

Workers' delegate

EDSTROM, Ulf, Mr., International Secretary, Swedish Trade Union Confederation.

Adviser and substitute delegate

ZETTERVALL-THAPPER, Keth, Ms., International Secretary, Swedish Confederation of Professional Employees.

Advisers

BERGKVIST, Roland, Mr., Legal Adviser, Swedish Trade Union Confederation.

BODEN, Anna-Carin, Ms., Investigator, Swedish Confederation of Professional Employees.

GUSTAFSSON, Stig, Mr., Chief Legal Adviser, Swedish Confederation of Professional Employees.

LAVENIUS, Ulf, Mr., Trade Union Official, Swedish Industrial Unions.

SUISSE SWITZERLAND SUIZA

Délégués gouvernementaux

NORDMANN, Jean-Luc, M., directeur de l'Office fédéral de l'industrie, des arts et métiers et du travail (OFIAMT).

ELMIGER, Jean-Jacques, M., chef du Service des affaires internationales de l'OFIAMT.

Conseillers techniques et délégués suppléants

BRANDT, Philippe, M., adjoint, Service des affaires internationales, OFIAMT.

ALDER, Dominik, M., ministre; représentant permanent adjoint à Genève.

Conseillers techniques

BROMBACHER, Verena, M^{me}, sous-directrice, Office fédéral des assurances sociales.

GAY, Bernard, M., adjoint scientifique, Section sécurité des installations, Office fédéral de l'environnement, des forêts et du paysage.

HENCHOZ, Alain Denis, M., secrétaire d'ambassade, mission permanente, Genève.

IMESCH, Elisabeth, M^{me}, chef, section organisations internationales, Office fédéral des assurances sociales.

JOTTERAND, Armand, M., Caisse nationale d'assurance en cas d'accidents, Division sécurité au travail, Lausanne.

NOVA, Colette, M^{me}, chef de section, Division de la protection des travailleurs et du droit du travail, OFIAMT.

CAVIEZEL, Lothar, M., chef de section, Département fédéral des affaires étrangères, Direction de la coopération au développement et de l'aide humanitaire.

KOHLI, Richard, M., chef de section, Département fédéral des affaires étrangères, coopération avec l'Europe orientale et centrale.

STOFFEL, Marie-Louise, Mme, adjointe à la Division du marché du travail, OFIAMT.

Délégué des employeurs

DECOSTERD, Roger, M., conseiller de Nestlé SA en affaires sociales; membre suppléant du Conseil d'administration du BIT.

Conseiller technique et délégué suppléant

PLASSARD, Alexandre, M., secrétaire de l'Union centrale des associations patronales suisses.

Conseillers techniques

DAVATZ, C., Mme, avocat et notaire, secrétaire de l'Union suisse des arts et métiers (USAM).

DUC, Edouard, M., secrétaire honoraire de l'Union centrale des associations patronales suisses.

GUINCHARD, Jean-Marc, M., secrétaire de l'Union des associations patronales genevoises.

MATTHEY, Blaise, M., secrétaire de la Fédération des syndicats patronaux et de l'Association des industries chimiques genevoises.

MEUWLY, Olivier, M., secrétaire de l'USAM.

Délégué des travailleurs

SCHMID, Pierre, M., vice-président de la Fédération des travailleurs de la métallurgie et de l'horlogerie (FTMH).

Conseiller technique et délégué suppléant

CRIDAZZI, Ursula, Mme, secrétaire de la Fédération des sociétés suisses d'employés (FSE).

Conseillers techniques

CONUS, Roland, M., secrétaire du Syndicat industrie et bâtiment (SIB).

MOSIMANN, Hans-Jakob, M., secrétaire central du Syndicat suisse des services publics.

OZDEN-NEURY, Cynthia, Mme, secrétaire du Centre de coopération technique et de recherche pour l'éducation des travailleurs dans les pays en voie de développement (CECOTRET).

ROLLI, Marieluise, Mme, secrétaire centrale de la Confédération des syndicats chrétiens de Suisse (CSC).

STUDER, Martin, M., responsable du Service «Sécurité au travail» du Syndicat du bâtiment et du bois (FOBB).

SURINAME

MINISTER ATTENDING THE CONFERENCE

SIMONS, Renold Gerrit, Mr., Minister of Labour.

Government delegates

DAAL-VOGELLAND, Marny Yvette, Mrs.

NAARENDORP, Marja, Mrs.

Employers' delegate

DE VRIES, Flip, Mr.

Workers' delegate

KOORNAAR, André Willem, Mr.

SWAZILAND SWAZILANDIA

MINISTER ATTENDING THE CONFERENCE

MOTSA, D.E., Mr., Minister for Labour and Public Service.

Government delegates

MANDARA, M.P., Mr., Occupational Health Specialist.

MNDZEBELE, J.M., Mr., Deputy Commissioner of Labour.

Advisers

DLAMINI, Khabo J., Mrs., Senior Labour Officer.

QWABE, William M., Mr., Assistant Secretary, Ministry of Foreign Affairs.

Employers' delegate

HLOPHE, Musa I.N., Mr., Executive Direction, Federation of Swaziland Employers.

Workers' delegate

SITHOLE, Jan J., Mr., Secretary General, Federation of Trade Unions.

RÉPUBLIQUE ARABE SYRIENNE
SYRIAN ARAB REPUBLIC
REPÚBLICA ÁRABE SIRIA

MINISTRE ASSISTANT À LA CONFÉRENCE

KHALIL, Aly, M., ministre des Affaires sociales et du Travail.

Délégués gouvernementaux

YASER, Naser Aldin, M., directeur des relations internationales au ministère des Affaires sociales et du Travail.

AL KHAZENDAR, Abdulrahman, M., expert et conseiller au ministère des Affaires sociales et du Travail.

Conseillers techniques et délégués suppléants

AGANIVA, Hassan, M., directeur des relations agricoles, ministère des Affaires sociales et du Travail.

MOAYED, Mohammed Nottea, M., conseiller au ministère du Travail et des Affaires sociales.

BITTAR, Ilias, M., directeur aux affaires juridiques, ministère du Travail et des Affaires sociales.

AL-SEYOUFY, Quahttan, M., directeur, Institut de sécurité sociale.

Conseillers techniques

SALLOUM, Abdel Hamid, M., premier secrétaire, mission permanente à Genève.

AL DAWALIBI, Hamzah, M., premier secrétaire, mission permanente à Genève.

KAYALI, Chaghaf, Mlle, premier secrétaire, mission permanente à Genève.

CHEHABI, Sawsan, Mlle, deuxième secrétaire, mission permanente à Genève.

HAYDAR, Ghassam, M., deuxième secrétaire, mission permanente à Genève.

JARF, Abir, Mlle, attaché, mission permanente à Genève.

Délégué des employeurs

GAWISH, Mostafa, M., directeur général des industries textiles, ministère de l'Industrie.

Conseillers techniques et délégués suppléants

AL-HENDY, Yehia, M., président de la Chambre d'industrie de Damas.

MALAKANI, Abdul-Hamid, M., directeur général de la Chambre d'industrie de Damas.

Délégué des travailleurs

ISSA, Moustafa, M., secrétaire des relations arabes et internationales à la Fédération générale des syndicats des travailleurs.

Conseillers techniques et délégués suppléants

AL-LOUZY, Ibrahim, M., secrétaire des services sanitaires à la Fédération générale des syndicats des travailleurs.

KABOUL, Adel, M., président, Fédération des syndicats de Damas.

NASSER, Ezzedine, M., président de l'Union générale des syndicats des travailleurs.

RÉPUBLIQUE-UNIE DE TANZANIE UNITED REPUBLIC OF TANZANIA REPÚBLICA UNIDA DE TANZANÍA

MINISTER ATTENDING THE CONFERENCE

DIRIA, A.H., Mr., Minister of Labour and Youth Development.

Government delegates

VUAI, A.M., Mr., Principal Secretary, Ministry of Labour and Youth Development.

SHABAN, R.A., Mr., Minister in Chief, Minister's Office.

Advisers and substitute delegates

RUTABANZIBWA, A.C., Mr., Adviser.

BILALI, G.B., Mr., Adviser.

Advisers

JAMAL, Amir Habib, Mr., Ambassador; Permanent Representative, Permanent Mission, Geneva.

MANGACHI, M.W., Mr., Minister-Counsellor; Adviser, Permanent Mission, Geneva.

KITUMBO, H.I., Mr., Adviser.

MKULLO, M.H., Mr., Adviser.

CHUMU, K., Mr., Adviser.

MREMA, E.E., Mrs., Adviser, Permanent Mission, Geneva.

MVULA, C.H., Mr., Adviser, Permanent Mission, Geneva.

Employers' delegate

MAENDA, A.T., Mr., Delegate, Association of Tanzania Employers.

Advisers

JAMES, G., Mr., Adviser.

MATTAKA, D., Mr., Adviser.

Workers' delegate

NYAMHOKYA, P.B., Mr., Delegate.

Adviser

MPANGALA, B., Mr., Adviser.

TCHAD CHAD

MINISTRE ASSISTANT À LA CONFÉRENCE

KAMOUGUE, Wadal Abdelkader, M., ministre de la Fonction publique et du Travail.

Délégués gouvernementaux

KEYTORO MWABANYOL, Gabriel, M., directeur général adjoint, ministère de la Fonction publique et du Travail.

KADE, Elisabeth, M^{lle}, chef, Service des normes, Direction du travail.

Délégué des employeurs

FROUD, Nicole, M^{me}, secrétaire général, Conseil national du patronat tchadien.

Délégué des travailleurs

DJIBRINE ASSALI HAMDALLAH, D.A.H., M., secrétaire général de l'Union des syndicats.

RÉPUBLIQUE TCHÈQUE CZECH REPUBLIC REPÚBLICA CHECA

MINISTER ATTENDING THE CONFERENCE

VODICKA, Jindrich, Mr., Minister of Labour and Social Affairs.

Government delegates

VENERA, Zdenek, Mr., Chargé d'Affaires a.i., Permanent Mission, Geneva.

VONKOVA, Jirina, Mrs., Deputy Minister of Labour and Social Affairs.

Advisers and substitute delegates

BERANEK, Milan, Mr., Deputy-Director, International Economic Organizations Department, Ministry of Foreign Affairs.

FUCHS, Miroslav, Mr., Deputy-Director, International Department, Ministry of Labour and Social Affairs.

Advisers

UCHYTIL, Ales, Mr., Director, International Department, Ministry of Labour and Social Affairs.

WIESNEROVA, Stepánka, Mrs., Ministry of Labour and Social Affairs.

PARIZKOVA, Ladislava, Mrs., Ministry of Labour and Social Affairs.

POKORNY, Bohuslav, Mr., Deputy Director, Czech Office for Safety at Work.

PINTER, Ivan, Mr., Second Secretary, Permanent Mission, Geneva.

PAVLIK, Petr, Mr., Deputy Minister of Finance; Executive Secretary of the Council of Economic and Social Agreement.

Employers' delegate

POPOVIC, Stepán, Mr., President, Union of Industries of the Czech Republic.

Advisers and substitute delegates

KUBICKOVA, Daniela, Mrs., Union of Industries of the Czech Republic.

PRIOR, Pavel, Mr., Vice-President, Union of Industries of the Czech Republic.

Advisers

HRABE, Jan, Mr., Union of Employers' Associations.

VEVERA, Karel, Mr., Union of Industries of the Czech Republic.

ERNST, Pavel, Mr., Secretary, Federation of Unions of Employers.

PAUL, Roman, Mr., Union of Czech Entrepreneurs.

SKALA, Jiri, Mr., Adviser to the Chairman, Union of Entrepreneurs in Building.

Workers' delegate

FALBR, Richard, Mr., Vice-Chairman, Czecho-Moravian Chamber of Trade Unions.

Advisers and substitute delegates

PETRUS, Vladimir, Mr., Chairman of the Czecho-Moravian Chamber of Trade Unions.

BERAN, Vlastimil, Mr., Head, International Division, Czecho-Moravian Chamber of Trade Unions.

Advisers

FOLDYNA, Antonín, Mr., President, Confederation of Art and Culture.

MALEK, Zdenek, Mr., Czecho-Moravian Chamber of Trade Unions.

JAKUBKA, Jaroslav, Mr., Head, Social and Legal Division, Czecho-Moravian Chamber of Trade Unions.

JIRKOVA, Adriena, Mrs., Chairman, Independent Trade Union, KINOS.

SAMEK, Vit, Mr., Deputy Head, Legal Division, Confederation of Art and Culture.

THAÏLANDE THAILAND TAILANDIA

Government delegates

BUNNAG, Tej, Mr., Ambassador; Permanent Representative, Geneva.

PRATOOMKAEW, Kitti, Mr., Deputy Permanent Secretary for Interior, Ministry of Interior.

Advisers and substitute delegates

RANANAND, Prasong, Mr., Director-General, Department of Labour, Protection and Welfare; Ministry of Interior.

JUNENANOND, Amporn, Mrs., Director-General, Department of Skill Development, Ministry of Interior.

SINGHAKOWIN, Ampol, Mr., Secretary-General, Social Security Office.

DEESRISUK, Kriengsak, Mr., Deputy Permanent Representative, Gene[illegible]

PROMPUNTHUM, Vichitra, Miss, Deputy Director-General, Department of Labour Protection and Welfare, Ministry of Interior.

NELAYOTHIN, Amporn, Mr., Director, Labour Protection Division, Department of Labour Protection and Welfare, Ministry of Interior.

PAYAKANITI, Supatra, Mrs., Director, International Labour Affairs Division, Department of Labour Protection and Welfare, Ministry of Interior.

NAKCHUEN, Kamjorn, Mr., Senior Labour Officer, Department of Labour Protection and Welfare, Ministry of Interior.

SAI-NGAM, Pongchote, Mr., Senior Labour Officer, Department of Labour Protection and Welfare, Ministry of Interior.

KONGMANUSORN, Sumal, Miss, Senior Labour Officer, Department of Skill Development, Ministry of Interior.

BOONPRACONG, Ittiporn, Mr., First Secretary, Permanent Mission, Geneva.

Employers' delegate

THANESUEN, Thiva, Mr., President, Employers' Confederation of Thailand (ECOT).

Advisers and substitute delegates

SUCKRASON, Chit, Mr., Vice-President, ECOT.

RUJIROJANASKUL, Kanatat, Mr., Treasurer, ECOT.

INTHARAPATHOM, Somchat, Mr., Vice-President, ECOT.

Workers' delegate

HATHONG, Suvit, Mr., President, Labour Congress of Thailand (LCT).

Advisers and substitute delegates

CHAROENPHAO, Panit, Mr., President, Thai Trade Union Congress.

THAILUAN, Panus, Mr., President, National Congress of Thai Labour (NCTL).

IMKAEW, Toesak, Mr., Vice-President, National Labour Congress.

CHAROENWAL, Mit, Mr., President, State Enterprise Employees' Association, Telephone Organization of Thailand.

SAENGSANK, Pratueng, Mr., Vice-President, Thai Trade Union Congress.

TOGO

MINISTRE ASSISTANT À LA CONFÉRENCE

GABA-DOVI, Joachim, M., ministre de l'Emploi, du Travail et de la Fonction publique; représentant gouvernemental du Conseil d'administration du BIT.

Délégués gouvernementaux

BLEDJE, Max Djifa, M., directeur général du travail et des lois sociales.

MIDAMOU, Djiwa, M., inspecteur du travail et des lois sociales.

Conseiller technique et délégué suppléant

AGOKLA, Mawuli, M., secrétaire général au ministère de l'Emploi, du Travail et de la Fonction publique.

Délégué des employeurs

SEDDOH, Kwaku Gadzodzi, M., directeur général adjoint de la CICA-TOGO, membre du Conseil national du patronat (CNP).

Délégué des travailleurs

DOEVI-TSIBIAKU, Dolayi Mawulom, M., secrétaire général de la Confédération nationale des travailleurs du Togo (CNTT).

Conseiller technique et délégué suppléant

TOZOUN, Kokou Biossey, M., secrétaire général de l'Union générale des syndicats libres (UGSL).

TRINITÉ-ET-TOBAGO
TRINIDAD AND TOBAGO
TRINIDAD Y TABAGO

Government delegates

PHILLIPS, John, Mr., Research and Planning, Ministry of Labour and Cooperatives.

LINTON, Robert, Mr., Labour Relations Officer II, Ministry of Labour and Cooperatives.

Adviser and substitute delegate

PERMANAND, Rabindranath, Mr., Ambassador; Permanent Representative, Geneva.

Advisers

GONZALES, Annette, Mrs., Counsellor, Permanent Representative, Geneva.

PLACIDE, Lawrence, Mr., First Secretary, Permanent Mission, Geneva.

HENRY, Donna, Ms., Second Secretary, Permanent Mission, Geneva.

Employers' delegate

MILLETTE, Emru, Mr., Director, Employers' Consultative Association (ECA).

Adviser

HILTON-CLARKE, Walton, Mr., Executive Committee Member, Employers' Consultative Association (ECA).

Workers' delegate

JOHN, Selwyn, Mr., Secretary-General, National Trade Union Center.

Adviser

HINDS, Owen, Mr., Trustee, National Trade Union Center.

TUNISIE TUNISIA TÚNEZ

MINISTRE ASSISTANT À LA CONFÉRENCE

KHALIL, Mohamed El Fadhel, M., ministre des Affaires sociales.

Accompagné de ENNACEUR, Mohamed M., ambassadeur; représentant permanent à Genève; représentant gouvernemental, Conseil d'administration du BIT.

Délégués gouvernementaux

KCHAOU, Mohamed, M., directeur général du travail, ministère des Affaires sociales; représentant gouvernemental suppléant, Conseil d'administration du BIT.

TEBOURBI, Habib, M., conseiller à la mission permanente à Genève.

Conseiller technique et délégué suppléant

CHOUBA, Samia, M^{me}, sous-directeur, ministère des Affaires sociales.

Conseillers techniques

BAATI, Moncef, M., conseiller à la mission permanente à Genève.

CHAABANE, Mohamed, M., directeur général de la Sécurité sociale, ministère des Affaires sociales.

HELLAL, Mansour, M., chargé de mission.

MABROUK, Abdelmajid, M., directeur, ministère de la Formation professionnelle et de l'Emploi.

MAALOUL, Abdelkader, M., directeur de la sécurité à l'Institut de la santé et de la sécurité au travail.

Délégué des employeurs

JILANI, Hédi, M., président de l'Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

Conseillers techniques et délégués suppléants

M'KAISSI, Ali, M., directeur du Département des relations du travail et des affaires sociales (UTICA); membre adjoint suppléant du Conseil d'administration du BIT.

BACHA, Abdelbaki, M., président de l'Union tunisienne de l'agriculture et de la pêche.

Conseillers techniques

BEN M'BAREK, Khaled, M., membre du bureau exécutif de l'UTICA.

DARGOUTH, Mohamed Ali, M., membre du bureau exécutif de l'UTICA.

BOUMIZA, Khaled, M., conseiller à l'Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

FAOUAZ, Hassine, M., conseiller à l'UTICA.

Délégué des travailleurs

SAHBANI, Ismail, M., secrétaire général de l'Union générale tunisienne du travail (UGTT).

Conseiller technique et délégué suppléant

BOUSLAH, Mohamed Khèreddine, M., membre du bureau exécutif de l'UGTT.

Conseillers techniques

CHENDOUL, Mohamed, M., membre du bureau exécutif de l'UGTT.

CHAIEB, Mohamed Tahar, M., membre du bureau exécutif de l'UGTT.

DHIFALLI, Ahmed Saad, M., membre du bureau exécutif de l'UGTT.

SAHRAOUI, Abdelmajid, M., membre du bureau exécutif de l'UGTT.

BEN KADDOUR, Mohamed Salah, M., membre du bureau exécutif de l'UGTT.

JRAD, Abdelsselem, M., membre du bureau exécutif de l'UGTT.

GHODHBANI, Hédi, M., membre du bureau exécutif de l'UGTT.

Personnes désignées en conformité avec l'article 2, alinéa 3 i), du Règlement de la Conférence

TRABELSI, Mohamed, M., membre du bureau exécutif de l'UGTT.

ROMDHANE, Ali, M., membre du bureau exécutif de l'UGTT.

TURQUIE TURKEY TURQUÍA

MINISTER ATTENDING THE CONFERENCE

MOGULTAY, Mehmet, Mr., Minister of Labour and Social Security.

Government delegates

AKTAN, Gündüz, Mr., Ambassador; Permanent Representative, Geneva.

TURKER, Kutlu, Mr., Under Secretary, Ministry of Labour and Social Security.

Advisers and substitute delegates

CANKOREL, Bilge, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

TERZI, Osman, Mr., Deputy Under-Secretary, Ministry of Labour and Social Security.

SEREF, Midhat, Mr., Counsellor (Social and Labour Affairs), Permanent Mission, Geneva.

Advisers

TALAS, Cahit, Mr.

ULUCAN, Devrim, Mr., Professor; Adviser, Ministry of Labour and Social Security.

TASKENT, Saras, Mr., Professor; Adviser, Ministry of Labour and Social Security.

DEMIRCIOGLU, Murat, Mr., Professor; Adviser, Ministry of Labour and Social Security.

EYRENCI, Oner, Mr., Professor; Adviser, Ministry of Labour and Social Security.

SUZEK, Sarper, Mr., Professor, Faculty of Law, Ankara.

INAL, Mehmet Ali, Mr., Head, Research, Planning and Coordination Board, Ministry of Labour and Social Security.

PIYAL, Bülent, Mr., Adviser, Ministry of Labour and Social Security.

ADALI, Murat, Mr., First Secretary, Permanent Mission, Geneva.

ASCIOGLU, Ismail, Mr., Press and PR Counsellor, R.P.C. Board, Ministry of Labour and Social Security.

AKSAHIN, Sahabettin, Mr., Head of Department, R.P.C. Board, Ministry of Labour and Social Security.

ERCAN, Haldun, Mr., Expert, R.P.C. Board, Ministry of Labour and Social Security.

ONAY, A. Riza, Mr., Expert, R.P.C. Board, Ministry of Labour and Social Security.

Employers' delegate

ATASAYAR, Kubilay, Mr., Secretary-General, Turkish Confederation of Employers' Associations (TISK); Substitute Deputy Member, Governing Body of the ILO.

Adviser and substitute delegate

EVIN, Vefik, Mr., Secretary-General, Employers' Association of Metal Industries (MESS).

Advisers

EREZ, Mesut, Mr., Chairman, Executive Board, Cement Production Employers' Association.

OGUZMAN, Kemal, Mr., Faculty of Law, Istanbul University.

OZUSTUN, Engür, Mr., Coordinator for Industrial Relations, Akkimento and Trade S.A.

ALTINBASAK, Talha, Mr., Vice-President, Textile Industries Employers' Association.

RONA, Ercüment, Mr., Secretary-General, Textile Industries Employers' Association.

PIRLER, Bülent, Mr., Deputy Secretary-General, TISK.

ASLAN, Türker, Mr., Deputy Secretary-General, Textile Industries Employers' Association.

Workers' delegate

MERAL, Bayram, Mr., President, Confederation of Trade Unions of Turkey (TURK-IS).

Advisers

DENIZER, Semsi, Mr., Secretary-General, TURK-IS.

YILMAZ, Sevket, Mr., President, TEKSIF.

OZBEK, Mustafa, Mr., President, TURK-METAL.

BALTA, Orhan, Mr., President, TEKGIDA-IS.

ENIS, Bagdadioglu, Mr.

BARUT, Faruk, Mr., President, Energy, Water and Gas Workers' Trade Union (TES-IS).

KAYA, Yener, Mr., President, DERI-IS.

GUVENC, Ali Ekber, Mr., President, BASIN-IS.

ALBAYRAK, Dervis, Mr., Director of External Relations, TURK-IS.

UKRAINE UCRANIA

Délégués gouvernementaux

KASKEVITCH, Mikhail G., M., ministre du Travail.

LIPATOV, Valentine N., M., vice-ministre des Affaires étrangères.

Conseillers techniques et délégués suppléants

SLIPTCHENKO, Alexandre, M., ambassadeur, mission permanente à Genève.

VINOKOUROV, Andrei I., M., chef adjoint du Département des organisations internationales, ministère des Affaires étrangères.

KOVIAZINE, Serguei B., M., chef de division, ministère du Travail.

REVA, Serguei V., M., deuxième secrétaire, mission permanente à Genève.

Délégué des employeurs

PONOMAREV, Vassili A., M., directeur général du Groupement industriel des relais et moyens d'automatisation à Kiev.

Délégué des travailleurs

STOYANE, Alexandre, M., président, Fédération des syndicats de l'Ukraine.

Conseiller technique et délégué suppléant

CHILOV, Vassili I., M., chef adjoint de la division, Fédération des syndicats de l'Ukraine.

URUGUAY

MINISTRO ASISTENTE A LA CONFERENCIA

CARBONE RICO, Enrique Alvaro, Sr., Ministro de Trabajo y Seguridad Social.

Delegados gubernamentales

BERTHET, Miguel, Sr., Embajador, Representante Permanente en Ginebra.

IRRAZABAL, Gonzalo, Sr., Director Nacional del Trabajo.

Consejeros técnicos y delegados suplentes

PEREZ DEL CASTILLO, Santiago, Sr., representante gubernamental, Consejo de Administración de la OIT.

VANERIO, Gustavo, Sr., primer secretario, Misión Permanente en Ginebra.

CHABEN, Nelson, Sr., primer secretario, Misión Permanente en Ginebra.

Delegado de los empleadores

VARELA TRAVERSO, Jacobo, Sr., asesor de la comisión patronal del Uruguay de asuntos relacionados con la OIT; miembro suplente de Consejo de Administración de la OIT.

Consejero técnico y delegado suplente

PENINO, Nelson, Sr., asesor de la Cámara de Industrias.

Delegado de los trabajadores

FERNANDEZ, Eduardo, Sr., secretario de relaciones internacionales del Plenario Intersindical de Trabajadores, Convención Nacional de Trabajadores (PIT-CNT).

Consejero técnico y delegado suplente

VARELA, Raúl, Sr., jefe de la Sala de Abogados del PIT-CNT.

VENEZUELA

MINISTRO ASISTENTE A LA CONFERENCIA

RODRIGUEZ, Rubén J., Sr., Ministro del Trabajo.

Delegados gubernamentales

ARTEAGA, Horacio, Sr., Embajador; Representante Permanente en Ginebra; representante gubernamental del Consejo de Administración de la OIT.

VERLEZZA, Blanca, Sra., Ministro consejero, Misión Permanente en Ginebra.

Consejero técnico y delegado suplente

PESTANA, Carlos, Sr., segundo secretario, Misión Permanente en Ginebra.

Consejero técnico

LEON, Nelson, Sr..

Delegado de los empleadores

ARBELOA, Bingen de, Sr., presidente de la Comisión OIT/OIE, Federación Venezolana de Cámaras y Asociaciones de Comercios y Producción (FEDECAMARAS).

Consejeros técnicos

GARRIDO SOTO, Alexis, Sr., copresidente de FEDECAMARAS.

VERA, Juan Vicente, Sr., copresidente de la Comisión OIT/OIE y de FEDECAMARAS.

TRULLAS, Pedro, Sr., coordinador de la Comisión OIT/OIE y de FEDECAMARAS.

FITZERALD, Lya, Sra., miembro de la Comisión Laboral OIT/OIE y de FEDECAMARAS.

CARDOZO, Omar, Sr., miembro de la Comisión Laboral OIT/OIE y de FEDECAMARAS.

MONGIAT, Pío, Sr., miembro de la Comisión Laboral OIT/OIE y de FEDECAMARAS.

ROJAS LOPEZ, Simón, Sr., miembro de la Comisión Laboral de FEDECAMARAS.

ROSALES, Luis, Sr., miembro de la Comisión Laboral de FEDECAMARAS.

Delegado de los trabajadores

RAMIREZ, León, Sr., CTV.

Consejeros técnicos

MAGDALENO, Carlos, Sr., CTV.

PETIT, Ramón, Sr., CTV.

CABRERA, Aníbal, Sr., CTV.

CORONEL, Salomón, Sr., CTV.

DEUTSCH, Haydée, Sra., Confederación de Sindicatos Autónomos (CODESA).

LEON TRUJILLO, Pedro, Sr., Confederación General de Trabajadores (CGT).

FIGUERA, Oscar, Sr., Confederación Unitaria de Trabajadores (CUTV).

PONCE, Angel, Sr.

Personas designadas de conformidad con el artículo 2, párrafo 3, i), del Reglamento de la Conferencia

DELGADO, Hely, Sr., Confederación de Trabajadores de Venezuela (CTV).

CASTRO, Pablo, Sr., CTV.

MARTINEZ, Manuel, Sr.

VIET NAM

MINISTRE ASSISTANT À LA CONFÉRENCE

TRINH TO TAM, M., vice-ministre du Travail, des Invalides et des Affaires sociales.

Délégués gouvernementaux

NGUYEN, Luong, M., ambassadeur, représentant permanent à Genève.

DO MINH, Cuong, M., directeur de l'Institut du travail et des affaires sociales, ministère du Travail, des Invalides et des Affaires sociales.

Conseillers techniques et délégués suppléants

VU HUY, Tan, M., premier secrétaire, mission permanente à Genève.

VUONG DINH, Van, M., premier secrétaire, mission permanente à Genève.

Délégué des employeurs

NGUYEN TIEN QUAN, M., directeur général du Centre de soutien au développement des entreprises non étatiques.

Délégué des travailleurs

NGUYEN VAN TU, M., président de la Confédération générale du travail.

Conseiller technique et délégué suppléant

HOANG KIM NGUYEN, M.

YÉMEN YEMEN

MINISTER ATTENDING THE CONFERENCE

AL-DAB'I, Ali-Mohammad, Mr., Colonel, Deputy Minister for Labour and Vocational Training.

Government delegates

JAGHMAN, Yahya Hammoud, Mr., Ambassador; Permanent Representative, Geneva.

AL-RADI, Ahmad Mohammad, Mr., Director, Vice-Minister's Bureau.

Advisers and substitute delegates

AL-HAKIM, Yahia Abdulrahman, Mr., Vice-Minister of Labour.

OBAD, Ali Saleh, Mr., Adviser, Ministry of Labour and Vocational Training.

MOKBEL, Mohammad Ahmad, Mr., Director-General, Labour Relations, Ministry of Labour and Vocational Training.

ABDULLA, Arwa, Al-Sayyed Abdulla, Mrs., Director-General, Labour Relations, Ministry of Labour and Vocational Training.

Employers' delegate

AL-DOUFAYRI, Abdelhamid Mohammad, Mr., Director-General, Chamber of Commerce and Industry of Hadida.

Advisers and substitute delegates

SALEM, Al Khader Abdullah, Mr., Director-General, Chamber of Commerce of Eden.

SAID, Mohammad Kacem, Mr., Member, Chamber of Commerce of San'a.

Workers' delegate

SALEH, Rajeh, Mr., President, General Federation of Trade Unions.

Adviser and substitute delegate

AL-KAHALANY, Yahia Mohammad, Mr., Secretary-General, General Federation of Trade Unions.

ZAÏRE ZAIRE

Délégués gouvernementaux

MAYA, Kiswe, M., ministre du Travail, Main-d'OEuvre et Prévoyance sociale.

KIKANKE, Mutuale, M., représentant permanent, Genève.

Conseillers techniques

MALIYABWANA, Kirongozi, M^{me}, ministre plénipotentiaire.

YAV, Nguz, M^{lle}, secrétaire.

Délégué des employeurs

DIYOKA, Luboya, M.

Délégué des travailleurs

MALONGA-MA-NGUDINGANI, M.

ZAMBIE ZAMBIA ZAMBIA

MINISTER ATTENDING THE CONFERENCE

SATA, Michael Chilufya, Mr., Minister of Labour and Social Security.

Accompanied by SATA, Christine Mwelwa Kaseba, Mrs.

Government delegates

NYIRENDA, Gerald Peter, Mr., Acting Permanent Secretary, Ministry of Labour and Social Security.

NYIRENDA, Evans Julius, Mr., Acting Labour Commissioner.

Adviser and substitute delegate

MAPANI, Kenneth Mafuta, Mr., Chief Inspector of Factories, Ministry of Labour and Social Security.

Employers' delegate

SANYAMBE, Mukubesa, Mr., Acting Executive Director, Zambia Federation of Employers (ZFE).

Adviser and substitute delegate

MWANALUSHI, Muyunda, Mr., Senior Manager, Zambia Consolidated Copper Mines Ltd.

Adviser

MWILA, Musunga Max, Mr., Acting Group Executive Director, Human Resources, Zambia Consolidated Copper Mines.

Workers' delegate

SHAMENDA, Fackson Upham, Mr., Chairman-General, Zambia Congress of Trade Unions (ZCTU).

Adviser and substitute delegate

CHIRWA, Alec J., Mr.

ZIMBABWE

MINISTER ATTENDING THE CONFERENCE

NKOMO, J.-L., Mr., Minister of Public Service, Labour and Social Welfare.

Government delegates

CHITAURO, F., Mrs., Deputy Minister of Public Service, Labour and Social Welfare.

BARE, T., Ms., Secretary for Public Service, Labour and Social Welfare.

Advisers and substitute delegates

JOKONYA, T.J.B., Mr., Ambassador; Permanent Representative, Geneva.

HOVE, M.C., Mr., Deputy Permanent Representative, Geneva.

Advisers

MASOKA, N., Mr., Director of Labour Administration.

CHIPARE, G.M., Mr., Counsellor.

KHUMALO, S. D., Mr., First Secretary.

NDAONA-ZUNIDZA, J., Mrs., First Secretary.

GATSI, Colin, Mr., Adviser; Executive Chairman, National Social Security Authority.

Employers' delegate

CHIWESHE, E., Mr., President, Employers' Confederation of Zimbabwe.

Advisers and substitute delegates

RODGER, E., Mr., Employers' Confederation of Zimbabwe.

DHLAKAMA, L., Mr., Legal Adviser.

Workers' delegate

SIBANDA, G., Mr., President, Zimbabwe Congress of Trade Unions.

OBSERVATEURS OBSERVERS OBSERVADORES

BERMUDES BERMUDA BERMUDAS

REPRESENTATIVES

PEARMAN, John Irving, Mr., Minister of Labour and Home Affairs.

WILSON, Edwin, Mr., Government Relations Officer.

TUCKER, Dennis, Mr., Hotel Employers of Bermuda.

SIMMONS, Ottiwell A., Mr., General-Secretary, Bermuda Industrial Union.

SAINT-SIÈGE THE HOLY SEE SANTA SEDE

REPRÉSENTANTS

TABET, Paul F., Mgr., Nonce apostolique, observateur permanent à Genève.

PIERRE, Christophe, Mgr., conseiller à la mission permanente à Genève.

ROCH, Raymond, R.

MARELLE, André, M.

GUERRA, Paolo, M.

MONOD, Philippe, M.

RÉPUBLIQUE DÉMOCRATIQUE POPULAIRE DE CORÉE DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA REPÚBLICA POPULAR DEMOCRÁTICA DE COREA

REPRESENTATIVES

HAN CHANG ON, Mr., Minister, Deputy Permanent Representative, Geneva.

KIM CHOL SU, Mr., First Secretary, Permanent Mission, Geneva.

CHOE IL, Mr., First Secretary, Permanent Mission, Geneva.

OMAN

REPRESENTATIVES

AL-FARSY, Abdullah, Mr., Ambassador; Permanent Representative, Geneva.

AL-YAHYAHI, Hamood Ahmed, Mr., Deputy Director-General for Labour Affairs, Ministry of Social Affairs and Labour.

AL-KIYUMI, Amer, Mr., Legal Expert, Office of Under-Secretary, Ministry of Social Affairs and Labour.

AL-HASSAN, Mohammed, Mr., Second Secretary, Permanent Mission, Geneva.

REPRÉSENTANTS DES NATIONS UNIES, DES INSTITUTIONS SPÉCIALISÉES ET D'AUTRES ORGANISATIONS INTERNATIONALES OFFICIELLES
REPRESENTATIVES OF THE UNITED NATIONS, SPECIALIZED AGENCIES AND OTHER OFFICIAL INTERNATIONAL ORGANIZATIONS
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DJERMAKOYE, A., Mrs., Chief, External Relations and Inter-Agency Affairs, Geneva.

KHMELNITSKI, S., Mr., External Relations and Inter-Agency Affairs Officer, Geneva.

TIKHONOV, Alexander, Mr., Centre for Human Rights.

PACKER, John, Mr., Centre for Human Rights.

BROUWER, M., Mrs., Centre for Human Rights.

Conférence des Nations Unies sur le commerce et le développement
United Nations Conference on Trade and Development
Conferencia de las Naciones Unidas sobre Comercio y Desarrollo

TSYBA, P., Mr., Senior Economic Affairs Officer, External Relations, Communications and Publications Service.

Organisation des Nations Unies pour le développement industriel
United Nations Industrial Development Organization
Organización de las Naciones Unidas para el Desarollo Industrial

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SERAYDARIAN, Souren, Mr.

Programme des Nations Unies pour l'environnement
United Nations Environment Programme
Programa de las Naciones Unidas para el Medio Ambiente

BELMONT, Françoise, Ms., Deputy Director, Regional Office for Europe, Geneva.

Haut-Commissariat des Nations Unies pour les réfugiés
Office of the United Nations High Commissioner for Refugees
Oficina del Alto Comisionado de las Naciones Unidas para los Refugiados

BERGLUND, Stefan, Mr., Senior Inter-Organization Officer.

Fonds des Nations Unies pour la population
United Nations Population Fund
Fondo de Población de las Naciones Unidas

MUNTASSER, Bashir, Mr., Chief, UNFPA European Liaison Office.

LASSONDE, Louise, Ms., External Relations Officer.

Programme des Nations Unies pour le développement
United Nations Development Programme
Programa de las Naciones Unidas para el Desarrollo

BONEV, Evlogui, Mr., Senior Consultant, European Office.

Programme alimentaire mondial
World Food Programme
Programa Mundial de Alimentos

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Organisation des Nations Unies pour l'alimentation et l'agriculture
Food and Agriculture Organization of the United Nations
Organización da las Naciones Unidas para la Agricultura y la Alimentación

PURCELL, A., M., fonctionnaire principal chargé de liaison, bureau de la FAO à Genève.

Organisation des Nations Unies pour l'éducation, la science et la culture
United Nations Educational, Scientific and Cultural Organization
Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura

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Organisation mondiale de la santé
World Health Organization
Organización Mundial de la Salud

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MERCIER, M., Mr., Director, Programme for the Promotion of Chemical Safety.

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MIKHEEV, M., Mr., Chief, Office of Occupational Health.

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Banque internationale pour la reconstruction et le développement
International Bank for Reconstruction and Development
Banco Internacional de Reconstrucción y Fomento

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Fonds monétaire international
International Monetary Fund
Fondo Monetario Internacional

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Organisation mondiale de la propriété intellectuelle
World Intellectual Property Organization
Organización Mundial de la Propiedad Intelectual

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Agence internationale de l'énergie atomique
International Atomic Energy Agency
Organismo Internacional de Energía Atómica

OPELZ, Merle S., Ms., Head, IAEA Office, Geneva.

WEBSTER, Aileen B., Ms., IAEA Office, Geneva.

Accord général sur les tarifs douaniers et le commerce
General Agreement on Tariffs and Trade
Acuerdo General sobre Aranceles Aduaneros y Comercio

FRANK, Alain, Mr., Director, Secretariat of the Director-General and External Relations Division.

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Organisation internationale pour les migrations
International Organization for Migration
Organización Internacional para las Migraciones

SCHATZER, Peter, Mr., Director, External Relations.

WENSTROM, Anders, Mr., Director, Regional Bureau for Europe and North America.

MAROOFI, Yahya, Mr., Regional Assistant, Regional Bureau for Asia and Oceania.

LORENZ, Karl, Mr., Chief, Section of Migration for Development and Technical Cooperation Programmes, Regional Bureau for Asia and Oceania.

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Centre régional africain d'administration du travail
African Regional Labour Administration Centre
Centro Regional Africano de Administración del Trabajo

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Organisation de l'unité africaine
Organization of African Unity
Organización de la Unidad Africana

GAYAMA, P., Mr., Assistant Secretary-General.

NZOMWITA-WEGE, V., Mr., Executive Secretary, Geneva.

FARAG, Aziz, Mr., Senior Labour Officer, Geneva.

OKOUMOU, G. Victor, Mr., Chief of Labour Employment and Human Resources Section.

KAID SALEM, Mr., Secretary of International Relations, UGTSARIO.

Association latino-américaine d'intégration Latin American Integration Association Asociación Latinoamericana de Integración

LAIRET, Germán, Sr., Embajador de Venezuela.

Communauté des Caraïbes Caribbean Community Comunidad del Caribe

GOOLSARRAN, S.J., Mr., Industrial Relations Officer.

Organisation arabe du travail Arab Labour Organization Organización Arabe del Trabajo

RASSOUL, Bakr Mahmoud, M., directeur général.

EL TELAWI, Adnan, M., chef de la délégation permanente à Genève.

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ABDEL HAK, Rashda Assam, M^{lle}, membre du Cabinet du directeur général.

Ligue des Etats arabes League of Arab States Liga de Estados Arabes

ASKALANI, Nehad, M., observateur permanent.

HARGUEM, Ahmed, M., observateur permanent adjoint à Genève.

AL MOMAN, Ala, M., secrétaire à la délégation permanente à Genève.

Communautés européennes European Communities Comunidades Europeas

Commission/Comisión:

FLYNN, Padraig, M., commissaire à l'emploi, aux relations industrielles et aux affaires sociales.

O'SULLIVAN, D., M^{me}, membre du Cabinet de M. Flynn.

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WALERIUS, J., M., assistant.

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DUFOUR, Ch., M., attaché à la délégation de la Commission des CE à Genève.

Conseil/Council/Consejo:

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EISENBERG, Reinhart, M., chef de division.

CANGA FANO, Diego, M., administrateur.

Banque européenne pour la reconstruction et le développement European Bank for Reconstruction and Development Banco Europeo para la Reconstrucción y el Desarollo

DEWILDE, Philippe-Emmanuel, M.

Organisation européenne pour la recherche nucléaire European Organization for Nuclear Research Organización Europea para la Investigación Nuclear

WEBER, H., M., directeur de l'Administration.

DANEY, Xavier, M., administrateur, Division du personnel.

Conseil nordique Nordic Council Consejo Nórdico

OHRSVIK, Lena, Mrs., Chairman of the Social Committee.

EINARSSON, Ingimar, Mr., Secretary of the Social Committee.

REPRÉSENTANTS D'ORGANISATIONS INTERNATIONALES NON GOUVERNEMENTALES
REPRESENTATIVES OF NON-GOVERNMENTAL INTERNATIONAL ORGANIZATIONS
REPRESENTANTES DE ORGANIZACIONES INTERNACIONALES NO GUBERNAMENTALES

Alliance coopérative internationale
International Co-operative Alliance
Alianza Cooperativa Internacional

THORDARSON, Bruce, Mr., Director-General.

Confédération internationale des syndicats libres
International Confederation of Free Trade Unions
Confederación Internacional de Organizaciones Sindicales Libres

FRISO, Enzo, Mr., General Secretary.
LAURIJSSEN, Edouard, Mr., Assistant General Secretary.
KAILEMBO, Andrew, Mr., General Secretary, ICFTU, African Regional Organization.
IZUMI, Takashi, Mr., General Secretary, ICFTU, Asian and Pacific Regional Organization.
ANDERSON, Luis A., Mr., General Secretary, ICFTU, Inter-American Regional Organization of Workers (ORIT).
RYDER, Guy, Mr., Assistant Director, Geneva Office.
STEWART, Lois, Mr., Head, Equality Department.
CUNNIAH, Dan, Mr., Africa Department.
HODDER, Kathryn, Ms., Trade Unions Rights Department.
NOONAN, Tim, Mr., Education Department.
BLUMER, Eva, Ms., Geneva Office.
DE BLONAY, Victoria, Ms., Geneva Office.
CANAK, Branislav, Mr., President, Nezavisnost.
FANG, Han Dong, Mr., Workers' Autonomous Federation.
HAZBOUN, George, Mr., Deputy General Secretary, General Federation of Trade Unions.
TROTMAN, C. LeRoy, Mr., President, ICFTU.
KRASNIGI, Hazbije, Ms.
WOLDEYOUHANES, Berekert, Mr.
MELLES, Haile, Mr.
SONG, Yan Zhu, Mr.
ZHU, Ju Shu, Mr.
LI, Wei Ping, Mr.
ZHOU, Hong, Mr.

Confédération mondiale du travail
World Confederation of Labour
Confederación Mundial del Trabajo

CUSTER, Carlos, M., secrétaire général.
AKPEMADO, Eugène, M., vice-président, secrétaire général de l'Organisation démocratique syndicale des travailleurs africains.
FAUCHERE, Béatrice, M^me^, représentante permanente à Genève.
DENIS, Roger, M., secrétaire confédéral.
HINNEKENS, Jean, M., secrétaire confédéral.
MARTIN, Rosalino, M., secrétaire confédéral.
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Fédération syndicale mondiale
World Federation of Trade Unions
Federación Sindical Mundial

ZAKARIA, Ibrahim, Mr., President.
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Organisation internationale des employeurs
International Organization of Employers
Organización Internacional de Empleadores

KAPARTIS, Costas, Mr., Secretary-General.
CHACKO, Roy, Mr., Executive Secretary.
DAN, Charles, Mr., Executive Secretary.
PEÑALOSA, Antonio, Mr., Executive Secretary.
ULBRICHT, Jutta, Miss, Executive Secretary.
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Organisation de l'unité syndicale africaine
Organisation of African Trade Union Unity
Organización para la Unidad Sindical Africana

JALLOUD, Salem, Mr., President.
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ASIEDU, Mary, Miss, Coordinator, Women Workers' Section.

GUEYE, Sidi Tidjani, Mr., President, Federation of Migrant African Workers in France (FETAF).

PONGAULT, G., Mr., Secretary-General, African Coordinating Committee on Trade Union Actions against Apartheid and Colonialism.

SHAHEED, Salem, Mr., Secretary-General, Pan-African Federation of Banks, Insurance and Financial Institutions.

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MOUTOU, Jean-Marie, Mr., Secretary-General, Pan-African Federation of Workers of Commerce.

NAIDOO, Jay, Mr., Secretary-General of COSATU.

CHIROMA, Ali, Mr.

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BEDIAKO, T.A., Mr., Secretary-General, All Africa Teachers Organisation.

SHAMEKH, Ali, Mr., Secretary-General, Pan-African Federation of Petroleum, Energy and Allied Industries.

ZITOUNI, Lemtai, Mr., Secretary-General, Pan-African Federation of Mines.

KHELOUFI, Abdelkarim, Mr., Secretary-General, Pan-African Federation of Food, Tobacco and Allied Industries.

MOKHTAR, Abdel Hamid A., Mr., President, Pan-African Federation of Agricultural Trade Unions.

MOUTARI, Laouali, Mr., Secretary-General, Organisation of Trade Unions of West Africa.

MOUSSENI, Jules-André, Mr., Secretary-General, Organisation of Trade Unions of Central Africa.

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KEBE, Mohamed Samba, Mr.

NGCUKANA, Cunningham, Mr.

Alliance internationale des femmes
International Alliance of Women
Alianza Internacional de Mujeres

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GEORGALLA, Sofia, Ms.

IRRGANG, Gisela, Ms.

Alliance mondiale des unions chrétiennes féminines
World Young Women's Christian Association
Asociación Cristiana Femenina Mundial

ROKOTUIVUNA, Amelia, Ms., Secretary for Advocacy.

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Association des anciens fonctionnaires internationaux
Association of Former International Civil Servants
Asociación de los Ex Funcionarios Internacionales

DUNNING, Harold, Mr., Former Official of the ILO.

Association internationale de l'inspection du travail
International Association of Labour Inspection
Asociación Internacional de la Inspección del Trabajo

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GISLER, M., M.

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Association internationale de la sécurité sociale
International Social Security Association
Asociación Internacional de la Seguridad Social

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Association internationale d'orientation scolaire et professionnelle
International Association for Educational and Vocational Guidance
Asociación Internacional de Orientación Escolar y Profesional

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PELLERANO, M., M.

Association internationale des universités du troisième âge
International Association of Universities of the Third Age
Asociación Internacional de Universidades para la Tercera Edad

LAMBERT-LAMOND, Georges, M., représentant à Genève.

Association mondiale des guides et des éclaireuses
World Association of Girl Guides and Girl Scouts
Asociación Mundial de las Guías Scouts

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Centrale latino-américaine des travailleurs
Latin American Central of Workers
Central Latinoamericana de Trabajadores

MARIUS, Luis Enrique, Sr., Secretario General Adjunto; Director del Departamento Internacional.

Centre international pour les droits syndicaux
International Centre for Trade Union Rights
Centro Internacional para los Derechos Sindicales

HENDY, John, Mr., QC, ICTUR's President.

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JONES, Carolyn, Ms.

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Commission syndicale consultative auprès de l'Organisation de coopération et de développement économiques
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EVANS, John, Mr., General Secretary.

McCLELLAND, Stephen, Mr., General Secretary.

BOTSCH, Andreas, Mr.

Confédération européenne des syndicats
European Trade Union Confederation
Confederación Europea de Sindicatos

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Confédération générale des syndicats
General Confederation of Trade Unions

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Confédération internationale des cadres
International Confederation of Executive Staff
Confederación Internacional de Técnicos

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Confédération internationale des syndicats arabes
International Confederation of Arab Trade Unions
Confederación Internacional de Sindicatos Arabes

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Confédération syndicale mondiale des enseignants
World Confederation of Teachers
Confederación Sindical Mundial de la Enseñanza

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Congrès juif mondial World Jewish Congress
Congreso Judío Mundial

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Congrès permanent de l'unité syndicale des travailleurs d'Amérique latine
Permanent Congress of Trade Union Unity of Latin American Workers
Congreso Permanente de Unidad Sindical de los Trabajadores de América Latina

MENESES, José Manuel, M., Secretario Coordinador.

Conseil international de l'action sociale
International Council on Social Welfare
Consejo Internacional de Bienestar Social

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Conseil international d'éducation des adultes
International Council for Adult Education
Consejo Internacional de Educación de Adultos

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Conseil international des femmes
International Council of Women
Consejo Internacional de Mujeres

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Conseil international des infirmières
International Council of Nurses
Consejo Internacional de Enfermeras

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Conseil syndical du Commonwealth
Commonwealth Trade Union Council
Consejo Sindical de la Commonwealth

QUINN, Patrick, Mr., Director.
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Fédération africaine des syndicats des mines, de l'énergie, chimie et assimilés
African Federation of Miners, Energy, Chemical and Allied Trade Unions

LEMETAI, Zitouni, M., secrétaire général.
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Fédération arabe des travailleurs de l'alimentation
Arab Federation of Food Workers

EDDALI, Fitouri, Mr., General Secretary.

Fédération arabe des ouvriers du pétrole, des mines et industries chimiques
Arab Federation of Petroleum, Mines and Chemical Workers

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Fédération arabe des travailleurs des transports
Arab Federation of Transport Workers

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Fédération internationale des associations de contrôleurs du trafic aérien
International Federation of Air Traffic Controllers Associations
Asociación Internacional de las Asociaciones de Directores del Tráfico Aéreo

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Fédération internationale des associations pour l'éducation des travailleurs
International Federation of Workers' Education Associations
Federación Internacional de Asociaciones para la Educación de Trabajadores

BARNEA, Aaron, Mr., General Secretary.

Fédération internationale des associations de spécialistes de la sécurité et de l'hygiène du travail
International Federation of Associations of Specialists in Occupational Safety and Industrial Hygiene
Federación Internacional de Asociaciones de Especialistas de la Seguridad e Higiene del Trabajo

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Fédération internationale des employés, techniciens et cadres
International Federation of Commercial, Clerical, Professional and Technical Employees
Federación Internacional de Empleados, Técnicos y Profesionales

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SIERRA, James A., Mr., IRO-FIET Regional Secretary.
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Fédération internationale des femmes de carrières libérales et commerciales
International Federation of Business and Professional Women
Federación Internacional de Mujeres de Negocios y Profesionales

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Fédération internationale des femmes des carrières juridiques
International Federation of Women in Legal Careers
Federación Internacional de Mujeres Juristas

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Fédération internationale des femmes diplômées des universités
International Federation of University Women
Federación Internacional de Mujeres Universitarias

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Fédération internationale des mineurs
Miners International Federation
Federación Internacional de Mineros

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Fédération internationale des organisations des travailleurs de la métallurgie
International Metalworkers' Federation
Federación Internacional de Trabajadores de las Industrias Metalúrgicas

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FREDRICKS, Brian, Mr., Aerospace, Africa Desk.
KAMADA, Hiroshi, Mr., Non-manual, Engineering.
MacSHANE, Denis, Mr., Press and Publications.
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OLSEN, Poul-Erik, Mr., Education, Health and Safety.
UNTERWEGER, Peter, Mr., Automobile.
CASSERINI, Karl, Mr.

Fédération internationale des ouvriers du transport
International Transport Workers' Federation
Federación Internacional de los Trabajadores del Transporte

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Fédération internationale syndicale de l'enseignement
World Federation of Teachers' Unions
Federación Internacional Sindical de la Enseñanza

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Fédération internationale des syndicats de travailleurs de la chimie, de l'énergie et des industries diverses
International Federation of Chemical, Energy and General Workers' Unions
Federación Internacional de Sindicatos de Trabajadores de la Química, de la Energía e Industrias Diversas

BOGGS, Michael D., Mr., General Secretary.
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Fédération internationale des travailleurs du bâtiment et du bois
International Federation of Building and Woodworkers
Federación Internacional de Trabajadores de la Construcción y la Madera

ASP, Ulf, Mr., General Secretary.
WHITEHOUSE, Robin, Mr., Assistant General Secretary.
FAIRCLOUGH, Andrew, Mr., Education Officer.
HELLMANN, Marion, Ms., Research Officer.
BUM, Bae-Suk, Mr., KFCTU President.
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Fédération internationale des travailleurs des plantations, de l'agriculture et des secteurs connexes
International Federation of Plantation, Agricultural and Allied Workers
Federación Internacional de los Trabajadores de las Plantaciones, Agrícolas y Similares

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ASP, Eva, Ms.
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AGOSTINONE, Valerio, Mr.
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Fédération internationale des travailleurs du textile, de l'habillement et du cuir
International Textile, Garment and Leather Workers' Federation
Federación Internacional de Trabajadores del Textil, Vestuario y Cuero

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Fédération internationale de la vieillesse
International Federation on Ageing
Federación Internacional de la Vejez

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Fédération mondiale des anciens combattants
World Veterans Federation
Federación Mundial de Veteranos de Guerra

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Fédération mondiale des associations de direction de personnel
World Federation of Personnel Management Associations
Federación Mundial de Asociaciones de Administración de Personal

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Fédération mondiale des associations pour les Nations Unies
World Federation of United Nations Associations
Federación Mundial de Asociaciones pro Naciones Unidas

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Fédération mondiale des employés
World Federation of Clerical Workers
Federación Mundial de Empleados

CHIRENO, Maritza, M^{me}, secrétaire générale de FETRALCOS, régionale latino-américaine.

Fédération mondiale des travailleurs de l'agriculture et de l'alimentation
World Federation of Agriculture and Food Workers
Federación Mundial de Trabajadores de la Agricultura y la Alimentación

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Fédération mondiale des travailleurs de l'industrie
World Federation of Industry Workers
Federación Mundial de Trabajadores de la Industria

HERMANS, Albert, M., secrétaire exécutif.

Fédération panafricaine des syndicats de l'agriculture
Pan-African Federation of Agricultural Trade Unions

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Hassan Fathy Institute for Construction Workers

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Internationale de l'éducation
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Organisation internationale des journalistes
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Union internationale de l'artisanat et des petites et moyennes entreprises
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Union internationale des syndicats des travailleurs de la métallurgie
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Price: 100 Swiss francs

ISBN 92-2-108509-0